







**REPORT**  
**ON**  
**SURVEY OF LABOUR CONDITIONS**  
**IN**  
**SILK FACTORIES IN INDIA**



**LABOUR BUREAU**  
**MINISTRY OF LABOUR AND EMPLOYMENT**  
**GOVERNMENT OF INDIA**





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## PREFACE

Industrial labour and its problems have been the subject of interest, though varying in intensity and nature, ever since India entered the industrial field over a century ago. As in certain other countries, the interest was initially generated by a desire to prevent exploitation of workers, a desire which was accentuated by certain known peculiar features of the working masses in the country viz., rural background, illiteracy and absence of homogeneity as well as organisation. The complexion of interest has now gradually changed into a desire for providing a fair deal and opportunities for a fuller life to labour. Attitudes and opinions do not develop or change in a vacuum but stem from known facts and it is here that labour surveys have played a very significant role by throwing light on existing conditions in the amelioration of the conditions of workers in India. The last detailed survey, on a country-wide basis, of the conditions under which the labour worked and lived was conducted by the Labour Investigation Committee appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the country, in the political as well as economic fields. It is only natural that they should have had their impact on labour. Attainment of Independence by the country and emergence of a popular and responsive Government, both at the Centre and in States, led to large-scale revision of labour laws and introduction of various welfare and social security measures. Greater awakening as well as organisation among workers enabled them to fight for and secure better terms of service from employers. Moreover, the usherance of an era of planned economic development of the country gave a new significance to the working classes. It was, therefore, felt that there was need for a fresh large-scale survey to provide data for the appraisal of the existing conditions and problems of labour in various industries in the country and for an assessment of the impact of the measures adopted so far. A scheme for the Survey of Labour Conditions was accordingly incorporated in the Second Five Year Plan. This report contains the data collected under the scheme in respect of the Silk Factories, one of the 46 major manufacturing, mining and plantation industries covered.<sup>1</sup>

<sup>1</sup> The industries covered are: (a) Factory Industries : Cotton, Jute, Silk, Woollen, Metal Extracting and Refining, Metal Rolling, Metal Founding, Manufacture of Bolts, Nuts, etc., Agricultural Implements, Machine Tools, Electrical Machinery, Textile Machinery and Accessories, Railway Workshops, Bicycle Manufacture, Cement, Sugar, Motor Vehicles, Aircraft Building and Repairing, Shipbuilding and Repairing, Tea Factories, Tramway Workshops, Artificial Manure, Electric Light and Power, Petroleum, Glass, Tanneries, Printing Presses, Footwear, Clothing, Paper and Paper Products, Matches, Cashewnut Factories, Tobacco Curing Works, Soap, Cigarette, Beedi, Heavy and Fine Chemicals, and Hydrogenated Oil;

(b) Mining Industries : Coal, Mica, Manganese, Iron and Gold;

(c) Plantations : Tea, Coffee, and Rubber.

(iii)

This Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. Consequent on revision and widening of the definition of 'factory' or 'mine' and enactment of the Plantations Labour Act, 1951, a more comprehensive and reliable list of industrial establishments is now available. This has removed, to a considerable extent, the handicap from which earlier investigations suffered in using sampling techniques and has enabled adoption of a scientific design for this Survey<sup>2</sup>. As distinguished from conscious selection, widely resorted to in almost all past investigations, the present Survey was strictly confined to establishments selected in accordance with the accepted principles of probability sampling. An entirely new feature of the Survey is that separate data have been collected for large and small size establishments in various industries. The main reason for this decision was that earlier investigations had indicated existence of considerable differences in conditions of work, standards of welfare and amenities, level of wages, etc., in establishments of different sizes. It was thought that if separate information was obtained it may highlight the peculiar features of undertakings of various size groups and facilitate channelling of efforts in the required direction. The Bureau would have very much liked to collect data separately for a number of size groups but dictates of resources and practicability necessitated the restriction of the number to only two.

Besides collecting data on conventional items, attempt was made to break fresh ground in several directions. A perusal of the schedule used for the Survey given at Appendix II would show that the scope of the survey has been much wider than of any other previous one. Since an important object of the Survey was to study the changes that have taken place since the last all-India investigation was conducted by the Labour Investigation Committee, almost all aspects studied by the Committee were included in the scope of this Survey. However, as it was decided to adopt the establishment method of approach, such of the items (e.g. housing or living conditions and indebtedness) for which information could not be obtained from establishments themselves, were excluded. These aspects have been covered under Fresh Family Living Surveys conducted by the Bureau in 1958-59. Statistics relating to occupational wage rates and earnings were also not collected since a separate Occupational Wage Survey was conducted by the Bureau in 1958-59 and the work is in progress in respect of a second wage survey.

An entirely new field covered by this Survey is the study of labour cost in different industries. With the increasing weight assigned to principles of social justice and equity in dealings pertaining to labour problems, workers in India, as elsewhere, now enjoy many more benefits and amenities than ever in the past. Most of them are the consequences of statutory provisions, some are the results of adjudication awards or mutual agreements, and a few due to voluntary decisions

<sup>2</sup> For more details see Appendix I—“A Brief Note on the Sample Design and Method of Estimation Adopted”.

of managements. Consequently, wages which workers receive are no longer the true indicators of their income or living standard. Similarly, for employers wages alone do not represent the expenses they have to incur on their labour force. There has been a growing interest in the country in regard to the extent of supplementary benefits which workers in different industries are enjoying or additional expenses which employers have to incur on labour. The study of labour cost aims at meeting this requirement. The data can serve many purposes. It would not only indicate the exact incidence of labour cost but also the relative importance and magnitude of its various components. Demand for labour is elastic and the extent of elasticity is, to a great extent, governed by the proportion which its cost forms to the total cost of production and the degree to which it can be substituted by machines. The statistics, therefore, are of interest not only to labour economists and planners but also to entrepreneurs. The value of the data would have been considerably enhanced if information regarding production could also be collected and if that could be related to per unit of output. But this was not possible as items of output differed not only from establishment to establishment but also within the same establishment from period to period. It may be mentioned that there is need for caution in the interpretation of the data. Since the extent to which various items of expenses go to relieve a worker or add to his income is rather debatable, it would not be correct to treat all of them as benefits to workers. Similarly, the amount spent by employers cannot be treated as net cost as in several cases there are off-setting savings. For instance, premium payments made for overtime work or night shift represent only the sums paid to workers on these accounts and do not take into consideration the savings to employers as a result of reduction in over-head costs.

A major gap in the field of labour statistics of the country had been the absence of representative data relating to labour turnover and absenteeism in factory industries. These items did receive the attention of earlier committees, etc., which enquired into conditions of labour, but perhaps due to the volume of work involved in collecting the data they had to be content with such statistics from a few establishments as they could readily get. During recent years, attempts have been made to collect regular statistics on these matters under some of the Acts, but in the absence of adequate response the statistics obtained could not assume a representative character. This Survey has attempted to fill this gap.

Endeavour was also made to collect information on certain important aspects of labour-management relations. Under the returns prescribed under the Indian Trade Unions Act, 1926, information is being obtained regarding the number of unions in various industries, their membership, sources of income and items of expenditure. No information, however, is available regarding the proportion of establishments where workers are unionised, the extent of multiplicity of unions, proportion of unions recognised by employers and the reasons for non-recognition. Similarly, little is known about the activities of

unions. Information on all these aspects was collected in the course of the Survey. Other matters connected with employer-employee relations which have been covered are functioning of Works or Joint Committees, collective agreements, functions of Welfare or Labour Officers and the procedure for settling grievances. All this material can throw considerable light on the pattern of trade unionism and the existing arrangements for maintaining cordial relations in various industries.

In the collection of information on certain conventional items also, efforts have been made to widen the scope to make the data more meaningful and complete. For instance, statistics pertaining to the composition of the working force have been obtained with further break-up by major occupational groups, e.g., professional, technical, administrative, executive, clerical, production, and watch and ward personnel. Such information throws light on the structure of labour force in various industries. These statistics can be of special value in a planned economy as they can indicate the different categories of workers required for a particular type of industry and the nature of employment opportunities which can be generated by developing a particular type of industry.

Every attempt has been made to make the reports of the Survey as exhaustive and detailed as possible so that they could serve as a source material for research students. Availability of accurate and latest information is an essential pre-requisite for any policy decision or planned action. It is hoped that the reports of the Survey would be able to meet this need as well. In the presentation of the data an effort has been made to reduce the information into quantitative terms to serve as a bench-mark for purposes of evaluation of changes at a future date. A recourse to general description has been resorted to only where the other type of treatment was not possible.

In a survey of this magnitude it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases the field staff had to almost build up the required statistics from various sources. This naturally imposed a heavy demand on managements, particularly on their officers and staff, as often they had to spend considerable time in understanding the requirements and explaining the various sources from which the desired information could be compiled. The Bureau is deeply indebted to them. But for their wholehearted co-operation this Survey could not be possible.

The Central Statistical Organisation evinced considerable interest in the Survey and gave their advice not only in the designing of the Survey but also on various technical matters referred to them. Their contribution is gratefully acknowledged. Thanks are also due to the Chief Adviser, Factories, for tendering technical advice on items pertaining to health and safety of workers and in arranging for the training of the field staff in the collection of data on these matters. The

Labour and Employment Division of the Planning Commission took pains in examining the schedule and instructions prepared for the collection of data and offered their suggestions.

I would like to place on record my debt of gratitude to the officials of the Bureau of Labor Statistics, U.S.A., Social Surveys Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, who were extremely co-operative whenever they were consulted on any technical matters.

Valuable assistance was received from associations of employers and workers, particularly the Silk and Art Silk Mills Association, Bombay, Central Silk Board, Bombay, Labour Commissioners, as well as Chief Inspectors of Factories and other officials of State Labour Departments in the execution of the survey. Their co-operation and assistance is gratefully acknowledged.

It has been no easy task to plan and execute a comprehensive survey of labour conditions in 46 industries spread throughout the country. The primary responsibility for successfully completing this assignment and bringing out the reports relating to the individual industries was borne by Shri B.N. Srivastava, Deputy Director, who, I must say, has fulfilled his onerous duties in an excellent and conscientious manner. Naturally, no single individual could be expected to do such a job all by himself. Shri Srivastava had to depend not only on the statistical data and other information supplied by the field staff, who had to carry on their work under trying conditions, but also on the statistical and editorial assistance he received from the Headquarters staff. In the drafting of this report, Shri Srivastava was ably assisted by Shri K. Lakshminarayanan, Research Officer. The drafting of the report was considerably facilitated by the speed and accuracy with which the tabulation of data was completed by the Computers, especially Shri Krishan Kumar Sharma.

The field work was done by Sarva Shri P. R. Madhavan, B. Raghavan, R. K. Pillay, A. S. Joseph, Kirpal Singh, H. G. Tehri, R. L. Bombey, Prem Chand Agrawal, N. D. Puri, R. C. Malhotra, S. Roy, H. K. Gogna, S. L. Khanna, R. K. Kapoor, S. S. Kaul and K. C. Sharma under the supervision of Sarva Shri H. G. Gupta, K. Lakshminarayanan, G.B. Singh, Harbans Singh and R. N. Mukherjee. To these, my thanks are due.

The views expressed in this report are not those of the Ministry of Labour and Employment, Government of India.

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## CHAPTER I

### INTRODUCTION

1. Supporting as it does over 5 million people either directly or indirectly, the silk textile industry occupies an important place not only in the urban but also rural economy of India. Estimates vary regarding its inception. According to one source it existed in the country as far back as 4000 B.C. But most of the sources trace its existence to the beginnings of the Christian era. Whatever may be the exact date of its origin, there is hardly any dispute that it is one of the ancient industries of India and has had flourishing trade in the European markets before the industrial era had dawned in that part of the world. The Tariff Board in its report of 1939<sup>1</sup>, recorded that prior to 1875, the silk industry in India was on the whole in a prosperous condition with an annual export of silk at times exceeding 20,00,000 lbs. Before 1934, the industry was engaged in the manufacture of pure silk fabrics covered by sericulture. But the introduction of art silk fibre, in the early thirties led to the development of two distinct wings of the industry—one engaged in the manufacture of pure silk fabrics and the other dealing with the production of artificial and mixed fabrics.

#### 2. *Pure Silk Industry*—

2.01. There is a basic difference in the structure of the two wings of the industry viz., pure silk and art silk. The peculiar feature of the pure silk industry is that it has a distinct agricultural bias and does not merely involve manufacture of goods from readily available raw material. There are five distinct stages in the manufacture of pure silk fabrics:—

- (a) Cultivation of mulberry.
- (b) Rearing of silk worms.
- (c) Cooking of cocoons.
- (d) Reeling of silk from cocoons.
- (e) Throwing and twisting.
- (f) Weaving of silk fabrics from silk yarn.

2.02. The first two stages are termed as sericulture, the third and fourth are attended to in filatures, while the remaining constitute the manufacturing stages. Growing of mulberry, which is the food of silk worms, is essentially an agricultural operation and is attended to by the agriculturists, most of whom are also silk-worm rearers. Having a close association with agriculture, climate and various geographical factors have had their say in the selection of areas where mulberry can be grown and thus indirectly influenced the location of the pure silk industry. The chief tracts where mulberry is grown lie in Mysore, West Bengal, and Jammu and Kashmir. It is also grown in some villages of Assam and Punjab. Besides mulberry, there are other varieties of silk known as Tassar, Muga and Eri. Tassar silk-worms are being reared in Bihar, Orissa, Madhya Pradesh and

<sup>1</sup> Report of the Indian Tariff Board Regarding the Grant of Protection to the Sericulture Industry, 1939, p. 1.

the Mirzapur district of Uttar Pradesh. Assam is the only place in the world where Muga worms are reared. Eri silk worms rearing is carried on in Assam, Bihar, Orissa and Bengal. Thus, India has the unique distinction of producing all the four varieties of silk.

2.03. The reeling of silk from cocoons is generally not done by silk-worm rearers but by professional reelers. In the process of silk reeling two kinds of reeling machines are used: (i) indigenous country *charkha*, and (ii) filature basins. The former, i.e. *charkha* reeling, is carried on largely in domestic establishments in villages. Since the quality of *charkhas* reeled silk is poor, attempts have been made, in recent years, to encourage reeling in power driven filatures. Nevertheless, even now, approximately 80 per cent. of the silk is being reeled by *charkhas*. However, since the reeled raw silk cannot be used as such and has to be converted into yarn, it is subjected to throwing before it can be used for weaving. The several processes in silk throwing are winding, assembling or doubling, twisting, reeling and conditioning. Throwing is done in separate factories or in a department of silk-weaving mills. In the case of the hand-loom industry, the throwing is usually done by the female members of the weavers' families and weaving process is attended to, with rare exceptions, by men alone.

### 3. Art Silk Industry—

3.01. The art silk industry is quite distinct from the pure silk industry inasmuch as it is a purely manufacturing industry having an entirely urban bias. Moreover, whereas the yarn for the pure silk comes from the Nature's laboratory, that for the art silk comes from the man's and is produced through chemical processes. The raw material for the production of synthetic fibre is mainly wood pulp. The industry has made phenomenal progress and numerous varieties of man-made fibres have been developed. The main varieties of artificial yarn being manufactured in the country are Viscose, Staple and Acetate.

### 4. Location and Growth of Industry—

4.01. As mentioned earlier, till the year 1934, silk industry in the country was engaged in the manufacture of pure silk fabrics. Consequently, it was more or less localised in the areas suitable for sericulture and the number of factories was restricted by the production and supply of raw silk. It is estimated that in 1921 there were only 11 silk mills and filatures in the entire Indian continent giving employment to 1,979 persons. Another factor stifling the growth of the industry was severe competition from Japan and China. Depression in the thirties, coupled with competition from abroad, placed the industry in a very critical condition. It is estimated that in 1933 only three power loom silk factories were left in the country—one each in Calcutta, Bombay and Mysore<sup>1</sup>. The crisis evoked wide-spread attention culminating in a reference to the Tariff Board in December

<sup>1</sup> Report of the Tariff Board Regarding the Grant of Protection to the Sericulture Industry (1933), page 101.

1932 and grant of protection to sericulture industry in 1933. Meanwhile, another event of major significance happened. In 1932, the Tariff Board, to whom the matter relating to the grant of protection to the cotton textile industry was referred by the Government of India, recommended, as a part of the scheme of protection to the cotton textile industry, imposition of duty on artificial silk fabrics. While the protection granted to sericulture stimulated the growth of pure silk industry, imposition of duty on artificial silk fabrics encouraged the emergence and growth of artificial silk fabrics manufacturing industry in the country. Though India was not manufacturing artificial silk fibre at this time, indications are that a number of art silk fabrics factories had come into existence relying on imported synthetic yarn. According to the Labour Investigation Committee, there were 92 silk (including perhaps art silk) factories in 1939 giving employment to 10,099 persons.

4.02. During the Second World War, unlike other industries which flourished and made considerable progress, the silk industry, despite its defence importance, was in a bad way. This was due to the fact that the country was not self-sufficient in matters of supply of raw material. When these sources were cut off, difficulties were naturally experienced. According to the Labour Investigation Committee, there were 126 silk factories in the country employing 12,671 persons in 1943. Of these, 84 were in British India employing 5,873 persons. No information is available regarding the number of factories in India as a whole in 1945, when the war ended. But in British India, the total number of factories had increased to 152 providing employment to 7,580 persons.

4.03. Cessation of hostilities opened the traditional sources of supply of silk yarn and seed and removed the impediment in the import of art silk yarn which was still not being manufactured in the country. During the war, three silk expansion schemes were also launched by the Government of India as a result of which there was a considerable improvement in the production of raw silk. In order not to lose the ground already gained, a Silk Development Directorate was created in 1945 and in 1949 the work of this Directorate was taken over by a Statutory Central Silk Board. As a result of the activities of the Board and continued tariff protection, which the sericulture indirectly enjoyed, there has been a more or less steady increase in the production of raw silk (mulberry and non-mulberry) as can be seen from the following figures:—

<i>Year</i>	<i>Lakh lbs.</i>
1933	1.52
1950 <sup>1</sup>	2.59
1955 <sup>1</sup>	3.02
1956 <sup>1</sup>	2.98
1957 <sup>1</sup>	3.13
1958 <sup>2</sup>	3.39

<sup>1</sup>Source: Annual Report of the Ministry of Commerce and Industry for the year 1958-59, p. 110.

<sup>2</sup>Ministry of Commerce and Industry—Working Group on Sericulture—Evaluation Report (1959), pp. 22-23.

4.04. Thus it will be seen that during the period 1938 and 1958 there has been 123 per cent. increase in the production. India is now the fourth largest raw silk producer among the non-communist countries and accounts for 3.5 per cent of the total world production. However, this increase has not been sufficient for the needs of the industry.

4.05. As regards art silk, India was entirely dependent on imports till 1950 when the first rayon factory went into production in Kerala with a total production capacity of 4 million lbs. Since then, 16 more factories have gone into production and in 1960 the total production of artificial fibres in the country was 94 million lbs., representing only 1.24 per cent. of the total world production'. According to the Silk and Art Silk Mills' Research Association the total supply of indigenous yarn does not exceed 35 per cent. of the requirements of the industry.

4.06. Improvement in the supply of raw and artificial silk, continuance of tariff protection and above all discovery of artificial silk fibre has led to considerable growth of the industry. Emergence of art silk industry has not only changed the complexion of the industry but has affected the location pattern. Largely influenced by the classic law of proximity to the source of supply of raw material, the industry, so long as it was engaged in the manufacture of pure silk fabrics, was mainly concentrated in or near about the areas suitable for sericulture. The introduction of art silk has, however, led to the dispersal of the industry and at present it exists almost all over the country. The following Statement 1.01 shows the number of factories registered under the Factories Act and persons employed therein in various States during 1947, 1951 and 1956 onwards.

4.07. There has been a considerable expansion of the industry in the country since the end of the Second World War. Though the serial statistics of States are not strictly comparable, in view of geographical changes in the boundaries and reorganisation of States, nevertheless, some idea can be formed from the above figures of the development of the industry in various States. The figures show that there has been a more or less steady expansion in almost all the States. The largest extent of development took place in Bombay, Punjab and Mysore. Considering the fact that in 1939 Punjab was only a minor centre with 4 pure silk factories and 11 cotton, wool and artificial silk composite factories employing in all 1,785 persons and in 1960 it had 441 establishments providing employment to 3,636 persons, the growth seems to be spectacular. According to the Labour Investigation Committee, in 1939 there were 44 filatures and silk mills employing 2,275 workers in Bombay and 15 such factories providing employment to 1,642 persons in Mysore. These figures compared with those given for 1960 in the Statement 1.01 would show the phenomenal development which has taken place in these two traditional centres of the industry.

## STATEMENT I.01

## Number of Silk Factories Covered under the Factories Act and Persons Employed Therein

State/Province	1947*			1951*			1956			1957			1958			1959			1960		
	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed	Factories employ- ed	Workers employ- ed	Factories employ- ed
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15							
1. Ajmer ..	..	..	..	1	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2. Andhra Pradesh ..	..	..	..	..	16	1,962	19	1,846	20	1,981	28	1,947	28	2,050	..	..	..	..	..	..	..
3. Bihar ..	5	258	7	307	11	551	11	357	11	324	12	395	12	330	..	..	..	..	..	..	..
4. Bombay ..	87	6,250	344	32,674	747	42,012	814	42,548	877	42,916	929	43,798	965@44,198@	..	..	..	..	..	..	..	..
5. Delhi ..	..	..	3	136	4	251	3	319	4	305	4	312	3	237	..	..	..	..	..	..	..
6. Hyderabad ..	..	6	2,028	5	504	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
7. Jammu and Kashmir ..	22	1,567	13	4,972	16	3,070	17	3,070†	23	3,619	21	3,437	38	3,960	..	..	..	..	..	..	..
8. Madhya Pradesh ..	..	..	..	..	5	867	6	865	6	891	6	965	6	1,387	..	..	..	..	..	..	..
9. Madhya Bharat ..	..	..	3	160	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
10. Madras ..	6	916	36	1,167	34	792	34	765	37	823	32	661	71	1,652	..	..	..	..	..	..	..
11. Mysore ..	38	9,783	90	5,404	180	7,660	207	5,587	227	5,626	255	10,706	265	9,864	..	..	..	..	..	..	..
12. Punjab ..	6	933	93	6,647	212	8,333	246	7,797	313	7,688	391	8,592	441	8,636	..	..	..	..	..	..	..
13. Rajasthan ..	..	..	..	..	2	50	1	9	1	10	1	10	1	20	..	..	..	..	..	..	..
14. Saurashtra ..	..	..	7	1,057	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
15. Uttar Pradesh ..	1	28	6	90	8	350	16	407	9	395	11	1,101	10	528	..	..	..	..	..	..	..
16. W. Bengal ..	5	526	9	1,641	7	1,223	8	1,390	7	1,479	7	1,522	7	1,659	..	..	..	..	..	..	..
Total ..	176	22,289	621	54,778	1,242	67,121	1,376	64,960	1,535	66,057	1,697	73,446	1,847	74,521	..	..	..	..	..	..	..

Source—Large Industrial Establishments in India upto 1958 and Annual Returns under the Factories Act thereafter.

NOTE—Figure for certain years have not been given as either the State Province did not exist or ceased to exist.

@Relates to Gujarat and Maharashtra. The number of factories was 507 and 458 and workers employed was 14,783 and 29,415 respectively in these new States.

\*Relates to States prior to reorganisation.

†Figure given is the estimated employment in 1957. The estimate is based on previous year's employment.

4.08. A feature which inevitably draws the attention is that during recent years, there has been a rapid increase in the number of factories though employment has not increased in the same proportion. Actually in 1957 employment figure shows a fall even if it is assumed that the non-reported employment figure in Jammu and Kashmir was 3,070. One major factor responsible for the increase in the number of registered factories is exemption from excise duty granted to establishments having not more than a certain fixed number of power looms or warp knitting machines. This apparently has led to fragmentation or splitting up of factories. It was noticed in the course of the Survey that in some of the small buildings two or three small units were registered and functioning, each claiming not more than four power looms, the limit up to which exemption could be claimed. In some cases if more than four looms were found to be installed it was explained that the number exceeding four were owned by some other person.

4.09. The above statistics present only a partial picture of the economic importance and nature of the industry. Besides establishments registered under the Factories Act, there are a large number of small factories not covered under the Act and a number of hand-looms engaged in the manufacture of silk, art silk and mixed fabrics scattered throughout the country.

4.10. It seems that most of the development has been in the art silk wing as can be judged from the fact that while in 1936 there were only 16 silk and art silk factories with a total of 100 looms the number and loomage of art silk factories alone had increased to 3,883 and 44,500 respectively by 1958<sup>1</sup>. It is estimated that there were, in addition, 45,209 handlooms engaged in the manufacture of art silk fabrics and 50,923 looms manufacturing mixed fabrics<sup>2</sup>. Thus a large proportion of the industry is still unorganised and more in the nature of cottage industry.

4.11. Precise information regarding the number of establishments which are not covered under the Factories Act and persons employed therein is not available. However, some of the State Governments have given their estimates and the relevant information is given in the Statement 1.02. It will be noticed that the number of establishments and persons engaged in the silk and art silk industry in unregulated and cottage sector in 10 States alone was 38,064 employing 1,62,282. Since these statistics do not include major States like Jammu and Kashmir and cover only the Surat Centre of Gujarat, the magnitude of the unregulated wing of the industry is all the more evident.

4.12. Estimates vary regarding the number of persons engaged in sericulture. According to the Labour Sub-Committee of the Central Silk Board appointed in 1956, sericulture industry provided direct or indirect employment to nearly 50 lakhs of rural people. However, the Working Group appointed by the Government of India in 1959

<sup>1</sup> Tariff Commission Report on the Continuance of Protection to the Artificial Silk and Cotton and Artificial Silk Mixed Fabrics Industry, 1958, p. 55.

<sup>2</sup> Ibid, page 6.

to evaluate the progress in the development of sericulture industry during the Second Plan period estimated this number to be nearly 28 lakhs. The very fact that sericulture has a rural bias and not only has great employment potentiality but a good source of supplementary income to rural population adds considerably to its importance.

#### STATEMENT 1.02

#### *Unregistered Silk Factories and Employment Therein in Various States*

State	Unregulated factories		Estimated total capital invested in regulated as well as unregulated silk factories (Rs. in lakhs)
	No. of establishments	No. of persons employed	
(i)	(ii)	(iii)	(iv)
Andhra Pradesh <sup>1</sup>	24	2,283	1.04
Assam ..	26	N.A.	13.00
Bihar <sup>2</sup> ..	49	24,131	47.19
Madhya Pradesh <sup>3</sup>	6	39	415.11
Madras ..	472 <sup>4</sup>	8,700	102.24
Gujarat (Surat only)	1,600	7,000	200.00
Mysore ..	3,448 <sup>5</sup>	11,080 <sup>6</sup>	89.98 <sup>6</sup>
Punjab ..	144	2,203	5.68 <sup>7</sup>
U.P. ..	9,096	29,586	211.96
West Bengal <sup>8</sup>	23,199	77,260	118.00
Total ..	38,064	1,62,282 <sup>9</sup>	1,204.20

<sup>1</sup>Information relates to silk weavers' co-operative societies. Employment figures relate to members of the co-operatives.

<sup>2</sup>Statistics of number of establishments relates to handloom weaving factories, Master Reelers or Spinning Organisations only. But employment figures include individual reelers and spinners (8,000) and weavers (10,700).

<sup>3</sup>Relates to only Khandwa, Guna, Ujjain, Indore and Gwalior districts.

<sup>4</sup>Registered with State Department of Industries and Commerce.

<sup>5</sup>Relates only to cottage basins (448) and country *charkhas* (3,900) and do not relate to pure silk throwing and weaving.

<sup>6</sup>Information relates only to 3 State Government filatures, cottage basins and country *charkhas*.

<sup>7</sup>Relates to unregulated units only.

<sup>8</sup>Information relates to 1954.

<sup>9</sup>Excluding Assam.

#### 5. Genesis of the Survey—

5.01. The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929—31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e. in 1944, the Government of India appointed another Committee, viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries including the Silk Industry, during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports provided valuable material



for the information required for the formulation of labour policy. The years that followed witnessed many changes of far reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were introduced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in conditions of work and wages in various industries. Above all, the attainment of Independence by the country gave a new status to the working classes. In view of these developments, the Government as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted so that it may be possible to assess the effects of the various measures and obtain a precise picture of the existing conditions and problems of labour for purposes of deciding future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with the execution of the Scheme.

#### 6. *Scope and Design—*

6.01. A note\* appended to the report gives details relating to the sample design and method of estimation adopted. In view of absence of complete list of all silk factories, the Survey was confined to establishments registered under the Factories Act, 1948. Since there was high concentration of silk factories in Bombay City and its Suburbs, Amritsar and Mysore, it was considered desirable to obtain separate information for them and hence they were treated as separate Regional strata. Though Srinagar did not have a very high concentration of silk factories, it was also considered as a separate Regional Stratum mainly on the ground that the Labour Investigation Committee had given separate treatment to this centre in its report and if separate estimates were obtained of the conditions now prevailing in this centre it may be possible to study the changes that have taken place in this otherwise old and important centre of the industry. All other silk factories or areas were clubbed together to form the Residual Stratum.

6.02 Earlier investigations had indicated existence of wide variations in conditions of work, standards of welfare amenities, etc., in the establishments of different size groups in various industries. It was, therefore, considered desirable to collect data separately for establishments of different sizes. In the light of the resources available and from the point of practicability it was decided that for the purposes of the Survey silk factories may be divided into two size groups—large and small. For this purpose the stratification point used for the Wage Census conducted by the Labour Bureau in 1958-59 was utilised. The point used for the Wage Census was arrived at on the basis of a study of optimum allocation and was very near the average employment size of establishments. This point was 50 for all the Regional strata except Bombay City and its Suburbs where it was 100. The sampling fraction adopted was 33.3 per cent. for the large size factories. In the case of small size factories it was 16.6 per cent. for Bombay

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\* See Appendix I.

City and its Suburbs and Srinagar and 20 per cent. for the Residual Stratum. The following Statement shows the number of silk factories together with the number of workers employed therein (a) in the frame, (b) in samples, and (c) samples actually covered.

STATEMENT 1.03

*Number of Silk Factories and Persons Employed Therein in the Frame and As Covered by the Survey*

Regional Stratum (Centre)	In the frame (1958)		Sample selected		In the sample ultimately covered	
	No. of factories	No. of workers employed	No. of factories	No. of workers employed	No. of factories	No. of workers employed
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1. <i>Bombay City and its Suburbs</i> ..	255	24,733	53	7,256	42 (16·5)	6,451 (26·1)
(a) Large factories ..	58	17,530	20	6,027	17 (29·3)	5,469 (31·2)
(b) Small factories ..	197	7,203	33	1,229	25 (12·7)	982 (13·6)
2. <i>Srinagar</i> ..	17	3,104	5	1,964	5 (29·4)	1,964 (63·3)
(a) Large factories ..	8	2,815	3	1,918	3 (37·5)	1,918 (68·1)
(b) Small factories ..	9	289	2	46	2 (22·2)	46 (15·9)
3. <i>Amritsar</i> ..	245	6,454	51	1,377	35 (14·3)	1,090 (16·9)
(a) Large factories ..	10	2,879	4	671	3 (30·0)	619 (21·5)
(b) Small factories ..	235	3,575	47	706	32 (13·6)	471 (13·2)
4. <i>Mysore</i> ..	207	5,587	44	1,172	38 (18·4)	1,038 (18·6)
(a) Large factories ..	15	3,343	5	721	4 (26·7)	666 (19·9)
(b) Small factories ..	192	2,244	39	451	34 (17·7)	372 (16·6)
5. <i>Residual</i> ..	788	26,225	169	9,295	145 (18·4)	8,111 (30·9)
(a) Large factories ..	83	14,589	28	6,947	24 (28·9)	6,102 (41·8)
(b) Small factories ..	705	11,636	141	2,348	121 (17·2)	2,009 (17·3)
6. <i>All India</i> ..	1,512	66,103	322	21,064	265 (17·5)	18,654 (28·2)
(a) Large factories ..	174	11,156	60	16,284	51 (29·3)	14,774 (35·9)
(b) Small factories ..	1,338	24,947	262	4,780	214 (16·0)	3,880 (15·6)

NOTE—(i) Figures in brackets are percentages to the total in the frame.

(ii) Statistics given in columns (ii) and (iii) may not tally with similar figures in Statement 1·01 as the frame for some strata (e. g. Srinagar and Mysore) related to 1957. Moreover, these figures are based on the lists available at the time of drawing samples, whereas Statement 1·01 contains final figures.

6.03. From the figures given in the Statement above it would be seen that the Survey ultimately covered 17.5 per cent. of the silk factories and about 28 per cent. of the workers employed therein. Since only those factories came in the sample as featured in the frame and as it was not possible to take account of new factories which came into being during the period of the Survey, the information given in this report should be treated to relate to conditions in the factories which were in existence during the period to which the frame relates (i.e. generally 1958) and which continued to exist at the time of the Survey.

6.04. The data were collected by personal visits of the field staff of the Bureau. With a view to testing the schedule and instructions prepared for the Survey as also to impart training to the field staff, a pilot enquiry was conducted in September and October 1959. On the basis of the experience of this enquiry the schedule and instructions were suitably revised. The main field enquiry was launched late in December 1959 and ended in June 1961. Since the enquiry in essence was during 1960 and 1961 the data, except where specifically mentioned, should be treated to relate to this period.

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## CHAPTER II

### EMPLOYMENT

1.01. Silk industry is generally considered to be one of those industries in the country which is rich in employment potential. This is supported by its remarkable growth and expansion since the end of the Second World War. The number of registered silk factories in India increased from 176 in 1947, the year the country gained independence, to 621 in 1951, when the First Plan started, representing an increase of nearly 253 per cent. During the same period employment increased from 22,289 to 54,778 i.e., by 146 per cent. In the First Five Year Plan period (i.e., 1951—56) the number of factories double though employment increased only by 22.5 per cent. The industry maintained its momentum of expansion during the period of the Second Plan and by 1960 the number of factories and persons employed therein had increased to 1,847 and 74,521 respectively recording an increase of 49 per cent. and 11 per cent. respectively.

#### *2. Composition of the Working Force—*

2.01. With a view to maintaining comparability as well as uniformity of statistics obtained from different establishments, data pertaining to employment were collected for a fixed date, i.e., 31st December 1959. The results of the Survey show that on this date the total estimated employment strength of factories registered under the Factories Act, 1948 was 82,251 in the entire country. This estimate does not tally with the statistics of the Factories Act for the year 1959 largely due to the fact that it relates to the number of persons on roll at a fixed point of time whereas the Factories Act figures represent average daily employment during the entire year. Moreover, the estimate does not relate to the entire universe of silk factories in 1958 and is subject to certain limitations as mentioned in Chapter I. An added reason is that the estimate given includes employees not deemed to be covered under the Factories Act by the managements. The Survey results show that such employees numbered over 2,000, i.e., 2.6 per cent. of the total estimated to be employed on 31st December, 1959.

#### *3. Distribution by Broad Occupational Groups—*

3.01. The following Statement gives the estimated total number of employees by broad occupational groups in different centres of the silk industry as on 31st December, 1959. For purpose of this Survey the classification of occupations was as follows:—

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

This was based on the 'International Standard Classification of Occupations' as adopted by the International Labour Organisation.

**STATEMENT 2.01**  
*Distribution of Workers by Broad Occupational Groups*  
*December 1959*

Centre	Total	Professional Technical and Related Personnel	Adminis- trative, Executive, and Managerial Personnel	Clerical and Related Personnel (including Super- visory)	Production and Related Workers (including Super- visory)	Watch and Ward and Other Services
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1. <i>Bombay City and its Suburbs</i>	30,480 (100·0)	315 (1·0)	217 (0·7)	1,124 (3·7)	27,828 (91·3)	996 (3·3)
(a) Large factories ..	23,637 (100·0)	308 (1·3)	124 (0·5)	931 (4·0)	21,564 (91·2)	710 (3·0)
(b) Small factories ..	6,843 (100·0)	7 (0·1)	93 (1·4)	193 (2·8)	6,264 (91·5)	286 (4·2)
2. <i>Srinagar</i> ..	3,187 (100·0)	2 (0·0)	69 (2·2)	67 (2·1)	2,922 (91·7)	127 (4·0)
(a) Large factories ..	2,960 (100·0)	2 (0·1)	69 (2·3)	63 (2·1)	2,707 (91·5)	119 (4·0)
(b) Small factories ..	227 (100·0)	..	..	4 (1·8)	215 (94·7)	8 (3·5)
3. <i>Amritsar</i> ..	6,673 (100·0)	60 (0·9)	32 (0·5)	252 (3·8)	6,083 (91·1)	246 (3·7)
(a) Large factories ..	3,181 (100·0)	60 (1·9)	18 (0·6)	153 (4·8)	2,810 (88·3)	140 (4·4)
(b) Small factories ..	3,492 (100·0)	..	14 (0·4)	99 (2·8)	3,273 (93·7)	106 (3·1)
4. <i>Mysore</i> ..	9,662 (100·0)	153 (1·6)	52 (0·5)	299 (3·1)	8,717 (90·2)	441 (4·6)
(a) Large factories ..	3,242 (100·0)	72 (2·2)	14 (0·4)	119 (3·7)	2,852 (88·0)	185 (5·7)
(b) Small factories ..	6,420 (100·0)	81 (1·3)	38 (0·6)	180 (2·8)	5,865 (91·3)	256 (4·0)
5. <i>Residual</i> ..	32,249 (100·0)	756 (2·3)	186 (0·6)	1,399 (4·4)	28,225 (87·5)	1,683 (5·2)
(a) Large factories ..	20,065 (100·0)	740 (3·7)	86 (0·4)	1,220 (6·1)	16,511 (82·3)	1,508 (7·5)
(b) Small factories ..	12,184 (100·0)	16 (0·1)	100 (0·8)	179 (1·5)	11,714 (96·1)	175 (1·5)
6. <i>All India</i> ..	82,251 (100·0)	1,286 (1·6)	556 (0·7)	3,141 (3·8)	73,775 (89·7)	3,493 (4·2)
(a) Large factories ..	53,085 (100·0)	1,182 (2·2)	311 (0·6)	2,486 (4·7)	46,444 (87·5)	2,662 (5·0)
(b) Small factories ..	29,166 (100·0)	104 (0·4)	245 (0·8)	655 (2·2)	27,331 (93·7)	831 (2·9)

*N.B.*—Figures in brackets are percentages.

3.02. From the point of view of the total number of persons employed, Bombay City and its Suburbs was first among various individual pockets of concentration, accounting for over 30,000 persons, i.e. over 37 per cent. of the total number of employees in the industry as a

whole. Mysore was next in the order with 9,662 workers (12 per cent.) followed by Amritsar (8 per cent.) and Srinagar (4 per cent.). Over 32,000 workers (39 per cent) were in the Residual Group, i.e. in different areas throughout the country.

3.03. Statistics of employees in different broad occupational groups show that roughly nine out of every ten employees in the country were "Production and Related Workers including Supervisory" and the rest were engaged in other groups. The percentage of "Production and Related Workers including Supervisory" varied only slightly from one centre of concentration to another. "Watch and Ward Staff and Other Services" constituted a little over 4 per cent of the total. The percentage of such employees was highest (5) in the Residual Group and lowest (3) in Bombay City and its Suburbs. Persons performing clerical and related duties constituted less than about 4 per cent of the total. Their percentage was the lowest in Srinagar (2) and highest in the Residual Group (4.4). The industry does not seem to be employing any significant number of Professional and Technical Personnel as they constituted less than 2 per cent. of the total employees. This is probably due to the fact that the processes involved in the manufacture do not require a very high degree of skill and, moreover, a very high percentage of the factories being small do not engage any technicians. Usually in small factories the proprietor himself attends to technical matters and supplies the know-how to employees.

3.04. The Factories Act, 1948 defines 'worker' as "a person employed, directly or through any agency whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process, or the subject of manufacturing process ... ..". However, the interpretation of the definition was found to be differing not only among managements but also Factory Inspectorates and this accounts for certain proportion of employees in almost all the groups to be reported as not covered under the provisions of the Act. Among employees not deemed to be covered under Act, approximately 46 per cent. belonged to the group "Watch and Ward and Other Services", 28 per cent. to "Clerical and Related Workers", 13 per cent. to "Administrative, Executive and Related Personnel", 7 per cent. to "Professional, Technical and Related Personnel" and about 6 per cent. to the group "Production and Related Workers". Though the overall number of such employees was not high but what attracted attention was that while in some establishments persons doing some work were considered as covered under the Act and received its benefits, in others those engaged on more or less the same or similar jobs were not deemed to be so covered. Since the inclusion or non-inclusion of an employee depends on the actual work on which he is engaged and on whether the work being done by him is a manufacturing process or incidental to or connected with it, some slight variations in the figures can be expected. Nevertheless, examination of the existing definition of the term 'worker' seems to deserve some attention from this point of view. The following Statement gives the percentage of employees covered under the Act in various centres to show the existing variations.

**STATEMENT 2.02**  
**Estimated Number of Persons Covered and Not-Covered Under the Factories Act**  
**(December 1959)**

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Personnel (including Supervisory)		Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered	Covered	Not covered	Covered	Not Covered
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)
1. <i>Bombay City and its Suburbs</i> ..	271 (86.0)	44 (14.0)	117 (53.9)	100 (46.1)	1,114 (99.1)	10 (0.9)	27,828 (100.0)	..	973 (97.7)	23 (2.3)	30,303 (99.4)	177 (0.1)
2. <i>Srinagar</i> ..	1 (50.0)	1 (50.0)	..	69 (100.0)	14 (30.9)	53 (79.1)	2,922 (100.0)	..	89 (70.1)	38 (29.9)	3,026 (94.9)	161 (5.1)
3. <i>Amritsar</i> ..	60 (100.0)	..	9 (38.1)	23 (71.9)	245 (97.2)	7 (2.8)	6,083 (100.0)	..	246 (100.0)	..	6,643 (99.5)	30 (0.5)
4. <i>Mysore</i> ..	148 (96.7)	5 (3.3)	42 (80.8)	10 (19.2)	294 (98.3)	5 (1.7)	8,617 (98.9)	100 (1.1)	436 (98.9)	5 (1.1)	9,537 (98.7)	125 (1.3)
5. <i>Residual</i> ..	650 (86.0)	106 (14.0)	109 (58.6)	77 (41.4)	884 (63.2)	515 (36.8)	28,209 (99.9)	16 (0.1)	788 (46.8)	895 (53.2)	30,640 (95.0)	1,609 (5.0)
6. <i>All India</i> ..	1,130 (87.9)	156 (12.1)	277 (49.8)	279 (50.2)	2,551 (81.2)	590 (18.8)	73,659 (99.8)	116 (0.2)	2,532 (72.5)	961 (27.5)	80,149 (97.4)	2,102 (2.6)

(NOTE—Figures in brackets are percentages to the totals of the respective groups).

4. *Employment of Women—*

4.01. The following Statement shows the relative employment strength of men, women and children\* in the industry.

## STATEMENT 2.03

*Proportion of Men, Women and Children in the Working Force*  
December 1959

Centre				Number of Workers Employed			
				Men	Women	Children	Total
(i)				(ii)	(iii)	(iv)	(v)
1. <i>Bombay City and its Suburbs</i>	..	..	..	29,373 (96.4)	1,101 (3.6)	6 (0.0)	30,480
(a) Large factories	..	..	..	22,836 (96.6)	795 (3.4)	6 (0.0)	23,637
(b) Small factories	..	..	..	6,537 (95.5)	306 (4.5)	..	6,843
2. <i>Srinagar</i>	..	..	..	3,072 (96.4)	61 (1.9)	54 (1.7)	3,187
(a) Large factories	..	..	..	2,878 (97.2)	61 (2.1)	21 (0.7)	2,960
(b) Small factories	..	..	..	194 (85.5)	..	33 (14.5)	227
3. <i>Amritsar</i>	..	..	..	6,477 (97.1)	161 (2.4)	35 (0.5)	6,673
(a) Large factories	..	..	..	3,083 (96.9)	98 (3.1)	..	3,181
(b) Small factories	..	..	..	3,394 (97.2)	63 (1.8)	35 (1.0)	3,492
4. <i>Mysore</i>	..	..	..	6,161 (63.8)	3,477 (36.0)	24 (0.2)	9,662
(a) Large factories	..	..	..	1,749 (53.9)	1,493 (46.1)	..	3,242
(b) Small factories	..	..	..	4,412 (68.7)	1,984 (30.9)	24 (0.4)	6,420
5. <i>Residual</i>	..	..	..	30,750 (95.4)	1,369 (4.2)	130 (0.4)	32,249
(a) Large factories	..	..	..	19,281 (96.1)	654 (3.3)	130 (0.6)	20,065
(b) Small factories	..	..	..	11,469 (94.1)	715 (5.9)	..	12,184
6. <i>All India</i>	..	..	..	75,833 (92.2)	6,169 (7.5)	249 (0.3)	82,251
(a) Large factories	..	..	..	49,827 (93.9)	3,101 (5.8)	157 (0.3)	53,085
(b) Small factories	..	..	..	26,006 (89.2)	3,068 (10.5)	92 (0.3)	29,166

NOTE—Figures in brackets are percentages.

\* i.e. persons below the age of 15.



4.02. It is evident from the figures given above that the working force consisted predominantly of men, as women and children formed only 7.5 per cent. and 0.3 per cent. respectively of the total. The results of the Survey show that only approximately four out of every ten silk factories in the country employed women in December 1959. The practice varied from centre to centre. For instance, while in Mysore State and Bombay City and its Suburbs nearly 81 per cent. and 51 per cent. of the establishments respectively employed women, in Amritsar the percentage of such establishments was as low as 13. In Srinagar and the Residual Group the percentage of establishments, where women were employed, was 19 and 34 respectively. A noticeable feature was that everywhere more large size units were found to be employing women than smaller ones. As between various centres the proportion of women to the total workers was highest in Mysore (36 per cent.) and lowest in Srinagar (2 per cent.). The following are the percentages of establishments employing women.

## STATEMENT 2.04

*Proportion of Silk Factories Employing Women in 1960-61*

Centre				Total No. of Fac- tories	Percentage of factories em- ploying women		
					Large factories	Small factories	Overall
(i)	(ii)	(iii)	(iv)	(v)			
1. Bombay City and its Suburbs .. .. .	229	94.1	36.0	50.5			
2. Srinagar .. .. .	14	33.3	..	19.1			
3. Amritsar .. .. .	228	33.3	12.5	13.4			
4. Mysore .. .. .	161	100.0	79.4	81.1			
5. Residual .. .. .	719	83.3	28.1	34.1			
6. All-India .. .. .	1,351	82.9	32.6	38.8			

4.03. Almost 98 per cent. of women employed in the industry were engaged on production or related processes and 1.4 per cent. in the group "Watch and Ward and Other Services" and were employed for such jobs as creche attendants, sweepers, etc. Only 0.2 per cent. were in the group "Professional, Technical and Related Personnel", and 0.5 per cent. were in "Clerical and Related Personnel" group. None of them was found to be holding administrative, executive or managerial posts. Women coming under the group "Professional, Technical and Related Personnel" were either engaged as Designers or as nurses in creches or dispensaries. Of the total number of persons employed in this group, women formed

only slightly less than 1 per cent. They constituted less than 1 per cent. of the clerical staff in the industry. The following Statement gives the details:—

## STATEMENT 2.05

*Distribution of Women by Broad Occupational Groups*  
December 1959

Centre	Estimated total No. of women	Percentage of women in the centre to total in the country	Percentage distribution by occupational groups				
			Professional, Technical, etc.	Administrative, Executive, Managerial	Clerical, etc.	Production workers	Watch and Ward, etc.
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
1. Bombay City and its Suburbs	1,101	17.8	..	..	2.0	97.1	0.9
2. Srinagar .. ..	61	1.0	2.4	..	..	97.6	..
3. Amritsar .. ..	161	2.6	..	..	..	100.0	..
4. Mysore .. ..	3,477	56.4	..	..	..	98.9	1.1
5. Residual .. ..	1,369	22.2	0.7	..	0.4	95.9	3.0
6. All-India .. ..	6,169	100.0	0.2	..	0.5	97.9	1.4

4.04. There is a wide variety of jobs in which women are employed in production processes but among these Winding (37 per cent.), Reeling (19 per cent.), Cooking and Sorting of Cocoons (9 per cent.), Finishing (5 per cent.) and Doubling (2 per cent.) alone account for over 70 per cent. of the total women employed in the industry. In Bombay City and its Suburbs, nearly 48 per cent. of women were employed in the winding department. The other departments or occupations in which they were found to be employed in fair numbers were Finishing and Folding (21 per cent.), Throwing (7 per cent.), Reeling (5 per cent.) and Twisting (4 per cent.). In Srinagar, women were employed mainly for sorting of cocoons into different grades and this occupation accounted for nearly 98 per cent. of the women in the industry. Usually in factories surveyed in Jammu it was found that such jobs as sorting of cocoons and waste cleaning were the exclusive domain of women. In some of the establishments women were also found to be employed on such jobs as winding, washing and spinning. In Amritsar, though not many factories engaged women, but wherever they were employed, they mostly attended to the work of Clipping (45 per cent.), Finishing as well as Folding and Winding accounted for 35 per cent. and 20 per cent. respectively of the remaining. Women in Mysore silk factories were found to be employed on a wide variety of jobs but most common were Reeling (33 per cent.), Winding (24 per cent.),

Cooking (17 per cent.) and Sorting of Cocoons (6 per cent.) and Doubling (2 per cent.). As in Mysore State, women employed in factories in the Residual Group were found to be engaged in more than a dozen types of work but their predominant occupation was Winding, accounting for 64 per cent. of the total. The rest were engaged in Sorting of cocoons, Cutting, Doubling, etc.

4.05. During the course of the Survey an attempt was made to find out from the employers the special reasons, if any, for the employment of women. It seems that it is not merely the supply and demand theory that has influenced employment of women in the silk industry, but traditions, local customs and special suitability of women for certain jobs like winding, cooking of cocoons, etc., seem to have exercised a great influence. In fact, it was noticed that women outnumbered men in all the filatures, particularly in Mysore. The reasons given by the employers varied as between the different units even within the centre. However, the predominant reason for the employment of women seems to be that most of the manufacturing processes in the industry do not entail much physical exertion and hence can be attended to by women without any difficulty. For certain jobs, like handling of silk thread, which require great care, women with their soft fingers and inherent patience are considered to be more suitable. Some of the employers maintained that whenever women were engaged to do certain jobs wastage was not much. A few of them also expressed the view that they found women to be more punctual, amenable to discipline and willing to do extra work at times of rush without demur, than men. One of the reasons for women being more regular and attached to their jobs was found to be that not many avenues for employment were open to them. It was generally not easy for them to take up jobs available at distant places. In this matter men had a definite advantage. Moreover, they had a wider range of occupations from which to choose.

### 5. Child Labour—

5.01 As has been mentioned earlier, the volume of employment of children in the industry is almost insignificant, i.e., only 0.3 per cent. of the total working force. In extent also it is virtually negligible in all the centres except Srinagar where all the factories surveyed were found to be employing children though their number was small. The following Statement shows the proportion of factories employing children, as also the distribution of children according to broad occupational groups, in various centres.

5.02. In Bombay City and its Suburbs and in the Residual Group, children were found to be employed only in large size factories, whereas reverse was the case in other centres. The percentage of children to the total workers ranged from 0.02 in Bombay City and its Suburbs to 1.7 in Srinagar. Out of the total number of children employed in silk factories in the country more than half were in factories in the Residual Group. Among other centres, Srinagar accounted for 22 per cent., Amritsar 14 per cent., and Mysore 10 per cent.

## STATEMENT 2.06

## Percentage of Factories Employing Children and Distribution of Children According to Broad Occupational Groups

December 1959

Centre	No. of Fac- tories	Percentage of Factories Employing Children			Estimated Total No. of Children	Percent- age of Children in the Centre to total Children in the Industry	Percentage of Children Employed	
		Large Fac- tories	Small Factories	Total			Produc- tion and Related Workers	Watch and Ward and Other Services
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)
Bombay City and its Suburbs ..	229	5.9	..	1.5	6 (0.02)	2.4	..	100.0
Srinagar ..	14	100.0	100.0	100.0	54 (1.70)	21.7	100.0	..
Amritsar ..	228	..	9.4	9.0	35 (0.53)	14.1	100.0	..
Mysore ..	161	..	5.9	5.4	24 (0.25)	9.6	100.0	..
Residual ..	719	8.3	..	0.9	130 (0.40)	52.2	100.0	..
All-India ..	1,351	10.8	3.0	3.9	249 (0.30)	100.0	97.6	2.4

(NOTE—Figures in brackets show the percentage of children to total number of workers in each centre).

5.03. Whereas in all other centres children were employed on production processes, in Bombay City and its Suburbs they were found to have been engaged only as tea vendors in canteens. In Amritsar, children were employed as pirn winders. Nearly 76 per cent. of children employed in Srinagar were engaged on pirn winding and they constituted 18 to 100 per cent. of the total number of persons engaged on this job in factories employing children for such work. It is estimated that children constituted nearly 57 per cent. of the total employed in this department in all such factories. The remaining children were employed in the sorting department (16 per cent.) as *Safai Boys* for picking cocoons which dropped in the course of transit, and in the warping department (8 per cent.). Some of the children were apparently below 15 years of age, but no certificates of fitness were available with the managements, evidently because Rules under the Jammu and Kashmir Factories Act had not been framed when the Survey was conducted.

5.04. The practice of employing children was found to be prevailing only in some of the smaller factories in Mysore. Eighty per cent. of the total children employed in the industry in this centre were engaged in the weaving department as helpers to weavers. They generally joined broken threads and supplied pirn to weavers. The rest were found to be employed in the winding

department. A number of children appeared to be below the prescribed age limit but no certificates of fitness were being kept by the managements. Employers, when questioned, generally maintained that all such children were over 18 years. Some of them frankly pleaded complete ignorance of the law on the subject.

5.05. In the Residual Group, majority of children were employed in filatures (66 per cent.) and the rest in weaving and twisting factories in such occupations as Reeling (12 per cent.), Winding (9 per cent.), Warping (5 per cent.) and Doubling (7 per cent.).

#### 6. Time and Piece-Rated Workers—

6.01. Both the systems of payment, i.e. time as well as piece-rates, were prevalent in the industry. Nearly 6 out of every ten production workers employed in the industry were time-rated. The following Statement shows the proportion of time and piece-rated production workers employed directly and covered under the Factories Act in different centres:

STATEMENT 2.07  
*Proportion of Time and Piece-Rated Production Workers*  
December 1959

Centre				Total No. of Production Workers	Time-rated	Piece-rated
(i)				(ii)	(iii)	(iv)
1.	<i>Large Size Factories</i>	..	..	46,056	66.2	33.8
	(a) Bombay City and its Suburbs	..	..	21,278	58.2	41.8
	(b) Srinagar	..	..	2,707	94.6	5.4
	(c) Amritsar	..	..	2,782	59.7	40.3
	(d) Mysore	..	..	2,852	90.0	10.0
	(e) Residual	..	..	16,437	68.8	31.2
2.	<i>Small Size Factories</i>	..	..	27,124	47.6	52.4
	(a) Bombay City and its Suburbs	..	..	6,231	51.2	48.8
	(b) Srinagar	..	..	215	38.5	61.5
	(c) Amritsar	..	..	3,273	38.8	61.2
	(d) Mysore	..	..	5,765	83.4	16.6
	(e) Residual	..	..	11,640	30.7	69.3
3.	<i>All India</i>	..	..	73,180	59.3	40.7
	(a) Bombay City and its Suburbs	..	..	27,509	56.6	43.4
	(b) Srinagar	..	..	2,922	90.5	9.5
	(c) Amritsar	..	..	6,055	48.4	51.6
	(d) Mysore	..	..	8,617	85.6	14.4
	(e) Residual	..	..	28,077	53.0	47.0

6.02. In large size factories the proportion of time-rated workers was invariably more in all the centres but among smaller factories such workers predominated only in Bombay City and its Suburbs as well as Mysore.

#### 7. Contract Labour—

7.01. The practice of employing workers through contractors does not seem to be very common in the Silk industry. Of 82,251 persons employed in the industry contract labour was only 479 i.e., 0.6 per cent.

of the total employed. The following Statement shows the volume and extent of the system of employing contract labour in different centres:

STATEMENT 2.08  
*Volume and Extent of Contract Labour in Silk Industry*  
December 1959

Centre		Estimated No. of Factories	Percentage of Factories Employing Contract Labour	Estimated Total No. of Persons Employed	Estimated Total No. of workers Employed through Contractors	Percentage of Workers Employed Through Contractors
(i)		(ii)	(iii)	(iv)	(v)	(vi)
1. Bombay City and its Suburbs		229	14.8	30,480	319	1.1
(a) Large factories	.. ..	57	35.3	23,637	286	1.2
(b) Small factories	.. ..	172	8.0	6,843	33	0.5
2. Srinagar	.. ..	14	..	3,187	..	..
(a) Large factories	.. ..	8	..	2,960	..	..
(b) Small factories	.. ..	6	..	227	..	..
3. Amritsar	.. ..	228	1.5	6,673	28	0.4
(a) Large factories	.. ..	10	33.3	3,181	28	0.9
(b) Small factories	.. ..	218	..	3,492	..	..
4. Mysore	.. ..	161	..	9,662	..	..
(a) Large factories	.. ..	13	..	3,242	..	..
(b) Small factories	.. ..	148	..	6,420	..	..
5. Residual	.. ..	719	5.2	32,249	132	0.4
(a) Large factories	.. ..	78	20.8	20,065	74	0.4
(b) Small factories	.. ..	641	3.3	12,184	58	0.5
6. All India	.. ..	1,351	5.5	82,251	479	0.6
(a) Large factories	.. ..	166	23.9	53,085	388	0.7
(b) Small factories	.. ..	1,185	3.0	29,166	91	0.3

7.02. It would be seen from the figures given above that only a little over 5 per cent. of the silk factories in the country employed such workers. The system of employing contract labour was not in vogue in Srinagar and Mysore. Among other centres the practice was most wide-spread in Bombay City and its Suburbs where nearly 15 per cent. of the factories had contract labour. Such workers constituted nearly one per cent. of the total persons in silk factories in this centre. The next was the Residual Group where 5 per cent. of the establishments employed contract labour and such workers formed 0.4 per cent. of the total employees. In Amritsar, a little over 1 per cent. of the factories had contract labour. The system was confined to only large size factories, one-third of whom had employed such workers. However, the percentage of contract labour to the total in the centre was only 0.4.

7.03. Generally contract labour was employed only for some of the production processes (e.g. screen printing) and constituted only 0.6 per cent. of the total employees engaged on production processes. As in the case of extent, the proportion of contract labour to total employees was higher in large size factories. The employers generally contended that they found it economical to employ contract labour

for certain jobs. Moreover, it saved them from the botheration of supervision. Certain items of work, such as packing or drawing and reaching (in some factories), were of a casual nature and therefore employers found it uneconomical to engage regular employees for them.

### 8. Employment Status—

8.01. During the course of the Survey information was collected on employment status of production workers covered under the Factories Act and employed directly by the managements (i.e., excluding those employed through contractors) and the results are summarised below. It may be mentioned here that classification of workers into permanent, temporary, etc., are regulated by the Standing Orders framed by the managements in pursuance of the Industrial Employment (Standing Orders) Act, or some of the State Acts e.g., the Bombay Industrial Relations Act, 1946. However, since these Acts require only those employers who employ at least a certain minimum number of workers, all the factories have not framed such standing orders. Consequently, there could be no firm basis for the classification of workers into various groups in those factories where standing orders did not exist and reliance had to be placed on the figures given by the managements.

#### STATEMENT 2.09

#### *Distribution of Production Workers (Employed Direct) by Employment Status—December 1959*

Stratum/Centre	Estimated Total No of workers	Percentage Distribution of Workers						
		Perma- nent	Proba- tioners	Temp- orary	Badli	Casual	Appren- tices	Others
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)
<b>1. Large Factories—</b>								
(a) Bombay City and its Suburbs.	21,278	68.7	0.1	24.2	6.0	*	1.0	..
(b) Srinagar ..	2,707	88.1	0.1	..	3.9	0.4	..	7.5
(c) Amritsar ..	2,782	84.1	1.3	14.6	..	..	..	..
(d) Mysore ..	2,852	89.0	..	10.3	..	..	0.7	..
(e) Residual ..	16,437	82.8	2.6	4.9	7.3	1.2	1.2	..
(f) All India ..	46,056	77.1	1.0	14.5	5.6	0.5	0.9	0.4
<b>2. Small Factories—</b>								
(a) Bombay City and its Suburbs	6,231	48.9	..	44.2	4.7	..	2.2	..
(b) Srinagar ..	215	..	..	..	..	..	..	100.0
(c) Amritsar ..	3,273	43.5	15.1	36.9	3.4	..	1.1	..
(d) Mysore ..	5,765	60.5	0.2	39.2	..	..	0.1	..
(e) Residual ..	11,640	63.4	0.6	30.0	5.1	0.8	0.1	..
(f) All-India ..	27,124	56.5	2.1	35.8	3.7	0.4	0.7	0.8
<b>3. All Factories—</b>								
(a) Bombay City and its Suburbs	27,509	64.2	0.1	28.7	5.8	*	1.2	..
(b) Srinagar ..	2,922	81.6	0.1	..	3.6	0.4	..	14.3
(c) Amritsar ..	6,055	62.2	8.8	26.6	1.8	..	0.6	..
(d) Mysore ..	8,617	70.0	0.1	29.6	..	..	0.3	..
(e) Residual ..	28,077	74.7	1.8	15.3	6.4	1.0	0.8	..
<b>4. All-India</b>	<b>73,180</b>	<b>69.4</b>	<b>1.5</b>	<b>22.4</b>	<b>4.9</b>	<b>0.4</b>	<b>0.8</b>	<b>0.6</b>

\* Less than 0.1 per cent.

8.02. In the country as a whole nearly 70 per cent. of the workers were permanent; 22 per cent. temporary and the rest were probationers, casual workers, apprentices, etc. Everywhere the proportion of permanent workers was invariably higher in large size factories and those of temporary workers in small ones. The percentage of permanent workers was the highest (88.1) in large factories in Srinagar but in small size units all workers were in the Group "Others". The reason for this situation in small size factories is that employers had no standing orders and had not classified their workers into any group. All their employees were on the same footing in matters of rights or disabilities irrespective of their length of service.

### 9. Length of Service—

9.01. Data were also collected regarding the length of service of production and related workers (including supervisory personnel) employed directly by the managements and covered under the Factories Act. The following Statement gives the details in respect of each centre. It may be mentioned here that though the managements are required to maintain a leave register in respect of each employee showing, *inter alia*, the date of appointment of each person; unfortunately, it was found that very few factories maintained such registers and some of those which did keep the registers usually did not record the date of appointment. Consequently, the statistics given here are mostly based on the information as given by the employers.

#### STATEMENT 2.10

#### *Distribution of Production Workers Employed Directly According to Length of Service December 1959*

Centro	Estimated No. of Production Workers	Percentage of Workers with a Service of				
		Less than 1 year	1 or more but less than 5 years	5 or more but less than 10 years	10 years and over	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	
1. Bombay City and its suburbs ..	27,509	28.5	32.8	24.0	14.7	
(a) Large factories ..	21,278	22.7	32.3	26.0	19.0	
(b) Small factories ..	6,231	48.3	34.5	17.1	0.1	
2. Srinagar—	2,922	11.9	6.3	10.0	71.8	
(a) Large factories ..	2,707	8.7	2.9	10.9	77.5	
(b) Small factories ..	215	51.9	48.1	..	..	
3. Amritsar ..	6,055	47.6	26.7	19.2	6.5	
(a) Large factories ..	2,782	20.9	25.4	39.8	13.9	
(b) Small factories ..	3,273	70.3	27.8	1.7	0.2	
4. Mysore ..	8,617	38.3	29.8	26.1	5.8	
(a) Large factories ..	2,852	11.0	31.0	55.0	3.0	
(b) Small factories ..	5,765	51.8	29.3	11.8	7.1	
5. Residual ..	28,077	27.8	38.5	26.5	7.2	
(a) Large factories ..	16,437	14.6	36.3	38.0	11.1	
(b) Small factories ..	11,640	46.5	41.7	10.1	1.7	
6. All India ..	73,180	30.3	33.1	24.2	12.4	
(a) Large factories ..	46,056	18.2	31.5	32.0	18.3	
(b) Small factories ..	27,124	50.9	35.8	11.0	2.3	



9.02. In the country as a whole it is estimated that on 31st December 1959 nearly 30 per cent. of the production workers had less than one year's service, 33 per cent. one or more but less than five years' service, 24 per cent. five or more but less than 10 years' service and only a little more than 12 per cent. had over 10 years' service. As between different centres the working force was more stable in large factories in Srinagar. Since these factories accounted for the bulk of the working force a very high percentage of workers came in the group "10 years and over" for the centre as a whole. In smaller undertakings the picture was quite contrary as nearly all workers had less than five years' service and a majority had less than one year's service. Next to Srinagar the working force was most stable in Bombay City and its Suburbs and the Residual Group. Mysore was the next and Amritsar tailed at the end. Everywhere stability was much better in larger establishments as compared to smaller factories.

#### 10. Absenteeism—

10.01. In the course of the Survey it was generally noticed that managements used a common symbol "a" for recording non-reporting of workers in the factory either of their own accord or due to lay off or refusal of work by the authorities. There were complaints from managements, specially in Amritsar, that they were often obliged to curtail work either due to failure of power or shortage of raw materials but their attendance registers hardly showed any worker to have been laid off. Thus there is every reason to believe that a certain proportion of absences marked in attendance registers were not actually absences due to failure of workers to report for work. It was also noticed that when the name of any worker was removed from the roll, the register generally showed the worker to be absent for a number of days before the name was struck off. In some of the factories it was also found that the persons in charge of maintaining the attendance registers did not care to draw the line against the name of the worker who left service on any particular date but simply marked him absent for all the remaining days of the pay period and removed his name from the register only when preparing the next pay roll. Since the data were collected for a period of one year it was not possible to check all the past entries. Moreover, those who maintained the registers were also not found to be in a position to throw any light on various markings. Due to all these factors one is inclined to conclude that absenteeism rate reflected by the statistics collected are rather on a high side. The following Statement 2.11 shows the absenteeism rate<sup>1</sup> in various centres during the year 1959. The information relates only to production workers covered under the Factories Act excluding *Badli* and casual employees as well as persons employed through contractors.

10.02. In the country as a whole the absenteeism rate in the industry ranged from 10 to a little more than 15 per cent., the lowest being in the month of December and highest in May. The average for the year 1959 was 12.6 per cent. Since the managements do not

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<sup>1</sup> Absenteeism is the failure of the worker to report on the job when he was scheduled to work but does not include absences on account of strikes or lock outs or lay off. The rate of absenteeism is the percentage of man-days lost due to absence to the total man-days scheduled to work during the month.

keep any record of causes of absences it was not possible to collect any statistical data by causes. Generally speaking, the biggest factor for high rate of absenteeism during certain months seems to be the link of workers with agriculture. In almost all the centres absenteeism increased during harvesting and sowing seasons. The rate was also invariably high during summer months, which incidentally is also the period for marriages and other such social functions.

## STATEMENT 2.11

*Absenteeism Rate in Silk Factories During 1959*

Month			Bombay City and its Suburbs	Srinagar*	Amritsar	Mysore	Residual	All-India
(i)			(ii)	(iii)	(iv)	(v)	(vi)	(vii)
January	..	..	11.3	9.4	6.8	17.5	10.6	11.2
February	..	..	13.4	6.3	7.0	17.2	13.8	13.1
March	..	..	14.1	11.5	7.8	20.1	14.7	14.3
April	..	..	15.1	11.7	8.0	21.9	15.7	15.2
May	..	..	15.5	7.9	8.0	22.1	16.5	15.6
June	..	..	15.3	17.5	8.4	17.2	15.6	15.1
July	..	..	12.1	15.9	7.5	15.3	12.4	12.2
August	..	..	9.9	4.2	6.9	13.8	11.3	10.8
September	..	..	11.1	10.2	7.1	14.7	11.8	11.4
October	..	..	10.7	5.8	8.8	14.2	11.3	11.0
November	..	..	10.7	5.7	7.0	15.0	13.5	11.7
December	..	..	9.5	4.7	7.2	14.4	10.9	10.2
Average 1959	..	..	12.4	8.9	7.5	16.7	13.1	12.6

\*Based on two out of the three sampled units. In one unit there were large scale lay offs and workers were marked absent during these periods. Hence statistics of this unit were not taken into account as it was not possible to know which of the workers were actually absent and who had been laid off.

10.03. As between individual centres the rate was highest in Mysore followed by the Residual Group, Bombay and Srinagar. Amritsar showed the lowest rate.

11. *Labour Turnover—*

11.01. Labour turnover statistics were collected for all the twelve months of 1959 in respect of production workers covered under the Factories Act excluding badli and casual workers as well as contract labour and the results are given in the Statements 2.12 and 2.13.

**STATEMENT 2.12**  
*Accession Rate in Silk Factories During 1959*

Month		Bombay City and its Suburbs	Srinagar	Amritsar	Mysore	Residual	All-India
(i)		(ii)	(iii)	(iv)	(v)	(vi)	(vii)
January	.. ..	5.6	0.4	11.2	2.0	3.8	4.7
February	.. ..	6.9	0.4	12.0	3.0	6.1	6.3
March	.. ..	4.6	0.7	13.0	4.2	6.3	5.8
April	.. ..	4.9	1.4	17.1	3.6	5.2	5.8
May	.. ..	6.5	2.8	19.6	4.8	6.8	7.4
June	.. ..	5.4	1.4	13.7	7.6	7.1	6.8
July	.. ..	4.1	1.8	19.4	5.0	5.6	6.0
August	.. ..	5.5	1.0	14.3	6.4	4.8	5.9
September	.. ..	4.9	1.4	17.8	4.9	4.2	5.6
October	.. ..	5.3	1.6	14.0	2.6	4.6	5.4
November	.. ..	5.4	0.7	14.6	4.2	5.3	5.9
December	.. ..	7.1	0.5	11.5	4.8	5.5	6.3
Average 1959	.. ..	5.5	1.2	14.8	4.5	5.4	6.0

**STATEMENT 2.13**  
*Separation Rate in Silk Factories During 1959*

Month		Bombay City and its Suburbs	Srinagar	Amritsar	Mysore	Residual	All India
(i)		(ii)	(iii)	(iv)	(v)	(vi)	(vii)
January	.. ..	4.5	0.3	11.1	2.7	2.8	4.0
February	.. ..	3.9	0.5	11.6	5.1	5.8	5.3
March	.. ..	8.1	0.9	16.2	7.7	5.7	7.5
April	.. ..	3.6	1.2	14.3	5.6	6.9	5.9
May	.. ..	4.9	4.3	19.1	6.1	6.3	6.8
June	.. ..	7.2	1.0	16.6	6.1	6.4	7.3
July	.. ..	5.4	1.6	15.8	3.1	5.7	6.1
August	.. ..	4.4	0.8	15.0	3.7	5.4	5.5
September	.. ..	6.8	1.0	13.0	3.9	5.0	6.1
October	.. ..	4.5	0.7	13.1	4.2	4.9	5.3
November	.. ..	3.1	0.8	13.1	3.9	5.0	4.8
December	.. ..	4.7	0.3	14.5	4.0	4.7	5.3
Average 1959	.. ..	5.1	1.1	14.4	4.6	5.4	5.8

11.02. Both the accession and separation rates in the industry in the country as a whole were not very high, being of the order of nearly 6 per cent. As between different months the rate ranged from nearly 4.7 per cent. to 7.4 per cent. in the case of accessions and between 4 per cent. to 7.5 per cent. in the case of separations. The accession and separation rates were invariably higher in small size factories. The figures reveal that labour turnover rate increased during summer months and touched the lowest level in the beginning of the year.

11.03. Among individual centres, the labour turnover rate, i.e., both accession and separation, was the lowest in Srinagar (1 per cent.) and highest in Amritsar (well over 14 per cent.). In Srinagar, the rate was remarkably low, being less than 1 per cent. in large size units. In small size factories covered, however, the rate was fairly high specially in certain months. The main reason for such a contrast appears to be that in small size factories there was no system of granting leave to workers and, therefore, whenever any worker absented himself his services were terminated and a new hand was employed in his place. Another added reason is that most of the large factories covered in the course of the Survey were engaged in the processing of silk yarn and were the only factories of their kind in the State and hence workers probably did not quit jobs frequently for the fear that they would not be able to get comparable or better jobs elsewhere. Whereas smaller factories were mostly weaving establishments, which, if unregistered factories are also taken into account, existed in hundreds in Srinagar. Consequently, it was not difficult for workers to leave one factory and take up a job in another. Similarly, employers also had no difficulty in getting another worker to replace the one who absented or left.

11.04. It was noticed that in Amritsar the general practice adopted by managements of small size factories was to give only short term appointments to workers, i.e., they were engaged purely on a temporary basis irrespective of the fact whether the job was of a temporary nature or not. In some of the factories, it is understood that, the managements took written undertaking from the workers that their services would be terminated before the completion of three months. After termination of service usually fresh appointment was given with some gap. This practice probably accounts for a very high rate of labour turnover in this centre.

11.05. In Bombay City and its Suburbs, the average monthly accession and separation rates were nearly 5.5 per cent. and 5.1 per cent. respectively. The corresponding figures for large and small size factories were 4.5 per cent. and 4.2 per cent., and 8.7 per cent. and 8.2 per cent. respectively. It was alleged that in smaller factories workers generally left the job as soon as they got slightly better wages elsewhere. Allegations were also made that some times deliberate break in the service was effected before a worker completed a year's service to evade certain liabilities imposed by law, e.g., retrenchment compensation, provident fund contributions, and leave with pay. However, in the absence of any concrete evidence it was not possible to check the veracity of these allegations.

11.06. Next to Srinagar, labour force was the most stable in Mysore with average monthly accession as well as separation rates of

nearly 4.5. As in other centres the turnover rate was much higher in smaller factories than in large ones. In smaller factories wages were fairly low and there was no security of service. In some cases it was noticed that if a worker absented for some time his services were terminated and was re-employed as a new worker on his return.

11.07. As elsewhere, the labour turnover rate was found to be higher in smaller factories in the Residual Group. The main reason for this seemed to be the prevalence of different rates of wages in different factories and tendency of workers to secure employment in establishments paying higher rates or in those which were covered by the Employees' Provident Fund Act.

11.08. The following Statement contains statistics of separations by causes. It may be mentioned that, with a very few exceptions, no records were being maintained by managements of separations of workers by causes and, therefore, the statistics are based more or less on the information given by managements. Subject to this limitation, on an average 72 per cent. of separations in the industry in the country were due to quitting of job by workers, 27 per cent. on account of dismissals and discharge and the rest, i.e. less than one per cent. were attributable to retirement, death, etc.

#### STATEMENT 2.14

#### *Separations by Causes in Silk Factories During 1959*

(Percentages)

Causes	Bombay City and its Suburbs	Srinagar	Amritsar	Mysore	Residual	All- India
(i)	(ii)	(ii)	(iv)	(v)	(vi)	(vii)
Discharge or Dismissals	52.9	3.6	17.4	15.3	13.7	27.2
Quits .. ..	46.8	96.0	82.5	83.8	85.6	72.3
Retirement, Death, etc.	0.3	0.4	0.1	0.9	0.7	0.5

#### 12. System of Recruitment—

12.01. Probably due to easy availability of labour the most usual practice in the industry was to make recruitments directly at the factory gate, and it was not necessary for managements to advertise vacancies or approach Employment Exchanges. Generally speaking, as soon as any vacancy occurred in an establishment the news spread through the employees of that establishment and persons seeking jobs flocked at the factory gate. This system was found to be universal in Srinagar, Amritsar and Mysore State. In other places, though this system predominated, certain other systems were also in vogue. For instance, in Bombay City and its Suburbs, in some of the units (4 per cent.) all workers and in some (i.e., 3 per cent.) only skilled workers or artists were being engaged through departmental heads. Only in 0.6 per cent. of factories in this centre it was found that recourse had been taken to advertisements for recruiting clerks, supervisors and skilled workmen. The system of engaging workers through *Mistries* or Jobbers was found to be prevailing in 0.3 per cent. of the units in the Residual Group and all of them were of small size. The responsibility of recruiting workers (except supervisors)

was found to have been entrusted to Labour Officers in only 2.2 per cent. of the factories in the Residual Group. In these establishments alone managements reported that they were approaching Employment Exchanges for recruitment of supervisory staff, technical hands, clerks and peons.

### 13. Training and Apprenticeship—

13.01. The system of providing training to workers does not seem to be much in vogue in the industry as approximately only 5 per cent. of the units in the country were found to have made such arrangements. None of the units in Srinagar had any facility for training and apprenticeship. The percentage of units providing such facilities was the highest in Amritsar (9.0) followed by Bombay City and its Suburbs (7.5), Mysore (4.7), and the Residual Group (3.0). In Bombay and Amritsar such facilities existed more in the small size units than in large ones and in fact in Amritsar it was found that the arrangements existed only in small size units. With the exception of one large unit (i.e., 4 per cent.) in the Residual Group in all the units in other centres training facilities were being provided on an *ad-hoc* basis and no regular schemes existed at all. The most common occupation, for which training was being imparted, was weaving. Among other occupations were spinning, pinn winding, dyeing and reeling.

13.02. Since almost all the schemes were of an *ad-hoc* nature no rules existed regarding the selection of persons who could take training. Usually the selection was at the discretion of the managements. In only less than one per cent. of the factories in the country it was found that preference was given to persons who had already received training in the institutes run by Government. With the exception of factories in Amritsar, in all other centres the number of seats had not been fixed. Of the units providing training, one-fourth had no fixed period for training. In others it ranged from one month to one year. Twenty-five per cent. of the establishments imparting training did not pay any remuneration or allowances to apprentices or trainees. Emoluments paid in other establishments ranged from Re. 0.56 per day to Re. 1.00 per day depending upon the job. A formal and written contract between managements and apprentices existed in less than one per cent. of the factories. In the course of the Survey not a single case was noticed where arrangements had been made for supplementing on the job training with theoretical courses. Roughly 19 per cent. of the establishments providing training, all of whom were large size units belonging to the Residual Group, stated that employment was guaranteed to trainees after they successfully completed their training period.

13.03. The proportion which the trainees or apprentices formed to the total number of persons employed in the trade in which training was being imparted varied from less than 1 to 100 per cent. in the units. In some of the establishments a suspicion was aroused whether the so-called apprentices were really apprentices or regular workers who were being called apprentices to avoid payment of prevalent or statutorily fixed minimum wages. This found force when it was noticed that even *Mazdoors* in one unit were being called apprentices.

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## CHAPTER III

### WAGES AND EARNINGS

#### 1. *Wage Revisions and Minimum Rates of Wages—*

1.01. Being subject to various influences, wages are generally dynamic in all industries. It was, therefore, considered to be of interest to study the changes that took place in the wage structure in the silk industry in various centres during recent years, specially since 1956, and the factors which were mainly responsible for such changes. The following paragraphs describe the main developments in each centre so as to provide a back-ground for the wage structure prevailing at the time of the Survey.

1.02. *Bombay City and its Suburbs*—Except for uniformity in the rates of dearness allowance in the member mills of the Silk and Art Silk Mills' Association, there were no standardised rates of wages, etc., in silk mills in Bombay City till 1949. The initial step for fixation of minimum rates of wages and rationalisation and standardisation of the wage structure was taken in December 1948 when a dispute between 15 silk mills in the City and the Mill Mazdoor Sabha was referred for arbitration by the Bombay Government to Wage Board constituted under the Bombay Industrial Relations Act, 1946. In view of the limited number of units covered by the reference the matter pertaining to standardisation of wages was kept pending but a decision was given by the Board in March 1949 fixing Rs. 30 as minimum wage for a month of 26 working days with effect from 1st December 1949. By another direction given in May 1949 the Mills were directed that from the same date rise in the cost of living over the August 1939 level in the case of the lowest paid workers should be neutralised to the extent of 67.5 per cent. and all employees should be paid at that flat rate. The dearness allowance rate was subsequently revised two years later to provide 75 per cent. neutralisation.

1.03. The disputes pertaining to standardisation of wages, etc., pending before the Wage Board was finally disposed of in 1952. By an order dated 11th July 1952 the Board introduced a scheme of standardisation of wages of all categories of workers except weavers. This scheme, which became effective from 1st June 1952, fixed the minimum basic wage at Rs. 30.06 for *Mazdoors* and the highest at Rs. 91.00 for Printing Machine Men for a month of 26 working days. In regard to weavers the Board gave its final decision on 29th September 1952. Under this decision it introduced an elaborate scheme of weavers' wages. This scheme provided for payment of a basic wage plus a bonus wage to be earned as a piece rate varying according to the nature of the cloth produced and the degree of skill, etc., required. The minimum basic wage, which was also the fall back wage, was fixed at Rs. 35.75 for a month of 26 working days of 8 hours each and the rates were so fixed as to ensure a target of Rs. 65 per month on 67.5 per cent. efficiency. However, for some

reason or the other the full scheme could never, become operative.

1.04. Dearness allowance was subject to another revision. In December 1956, the Mill Mazdoor Sabha filed an application before the Industrial Court requesting revision of the rate of dearness allowance so as to provide full neutralisation in the rise in the cost of living to the lowest paid employees. This demand was contested by the Silk and Art Silk Mills' Association but later on the two parties mutually agreed that the neutralisation at the minimum level be raised to 80 per cent. and the Industrial Court gave an award in the same terms in June 1957. This agreement was to remain in force for a period of three years and applied to 63 mills.

1.05. At the time of the Survey the daily pay (i.e. basic wages plus dearness allowance wherever paid separately) of the lowest paid men workers in large factories ranged from Rs. 2.31 to Rs. 4.48. However, in a vast majority of cases it was Rs. 3.96 consisting of Rs. 1.16 as basic wage and Rs. 2.80 as dearness allowance. In smaller factories the rate ranged from Rs. 1.75 to Rs. 4.06 per day. Most of them, however, were found to be paying between Rs. 2.69 and Rs. 3.96 per day. The lowest paid women workers in large factories were receiving Rs. 3.91 to Rs. 4.05 per day consisting of Rs. 1.11 to Rs. 1.25 as basic wages and Rs. 2.80 as dearness allowance. In smaller establishments, on the other hand, they were being paid between Rs. 2.00 and Rs. 4.06 per day. But in most of the cases the daily pay was Rs. 3.95 or more comprising Rs. 1.15 or Rs. 1.16 as basic wages and Rs. 2.80 or Rs. 2.91 as dearness allowance.

1.06. *Srinagar*—The general impression that could be gathered was that till 1957 there was no major agreement, award or order affecting the wage structure of all or even a significant proportion of workers in the industry. The few revisions which were affected related to individual units and were generally based on mutual negotiations and oral agreements between workers and employers. In January 1957 there was a verbal understanding between the All-Kashmir Handloom Workers' Union, Srinagar and the Kashmir Silk Industries Association on the subject of wages of weavers. Under this understanding piece rates of weavers were increased by nearly 13.5 per cent. in almost all private silk factories. Three years later, i.e., in December 1959, there was another agreement between the two parties providing for payment of dearness allowance to weavers at the rate of 12.5 per cent. of basic wage earned. Thus all the revision in the private sector benefited only weavers.

1.07. Of the three large size factories covered in the course of the Survey, one was a State undertaking. In this factory there were a series of wage revisions since 1942, as a result of mutual negotiations between the management and the union of workers. By two successive 25 per cent. increases in wages, i.e., in 1942 and 1943, and a small increase in 1944 the lowest and highest paid workers' wages had risen to Re. 0.73 and Rs. 1.75 per day respectively in this establishment. They remained constant at this level till September 1954 when very substantial increases were granted to workers. As a



result of this revision wages of the lowest paid workers rose to Rs. 1.25 per day and those of highest paid workers to Rs. 2.75 per day. After that no changes were introduced in wage rates but in 1958 as a result of mutual negotiations the management, for the first time, introduced a system of paying dearness allowance to workers. Under this agreement workers started getting dearness allowance at the rate of Re. 0.12 per rupee of wages earned with effect from 1st April 1958. This rate was subsequently revised, by another agreement, to Re. 0.24 with effect from 1st April 1959 and was later on rounded to Re. 0.25. At the time this factory was visited the lowest pay of men, women and children was Rs.1.80, Rs. 2.17 and Rs. 1.55 per day respectively. These amounts included Re. 0.36, Re. 0.42 and Re. 0.30 respectively as dearness allowance. In other large factories consolidated wages of lowest paid men workers (winders) were between Rs. 10 and Rs. 15 per month and of children between Rs. 7 and Rs. 12 per month. Washermen or winders were the lowest paid workers in smaller factories. The former received consolidated pay of Rs. 30 per month, whereas the latter received a consolidated amount of Rs. 19 per month, if men, and between Rs. 7 and Rs. 10 per month, if children.

1.08. *Amritsar*—The available information shows that there have been no major awards or agreements affecting the wage structure in the industry. The rates of wages existing at the time of the Survey were generally based on the prevailing rates in the centre and in some cases on the awards given by the adjudicators in isolated disputes. At the time of the present Survey, lowest paid men workers were found to be receiving a consolidated sum of Rs. 1.54 to Rs. 2.08 per day in large factories and Re. 1 to Rs. 2.50 in smaller factories. Usually in large factories they received Rs. 2.08 per day and in smaller establishments their consolidated daily wages generally ranged between Rs. 1.50 and Rs. 2. Women, wherever employed, were being paid a consolidated amount of Re. 1 per day if engaged as clippers and Rs. 2.08 as winders.

1.09. *Mysore*—The available information would indicate that during recent years there have been no major wage revisions in the State and the prevailing wage structure is mostly the result of isolated and individual negotiations, settlements, etc. It is not that there was no pressure from workers for increase in wages but it lacked effectiveness in the absence of proper organisation till 1954. As a result of increasing agitation of workers the State Government appointed a Court of Enquiry in 1954 headed by the then Labour Commissioner to enquire into the disputes in Silk factories in Bangalore. One of the recommendations made by the Court was appointment of a Board of Conciliation for settling the disputes in the Industry. This recommendation was implemented in October 1956 when a tripartite Board, with a retired Sessions Judge as Chairman, was appointed. Among other matters, the Board recommended payment of Re. 1 per day as the minimum wage and a minimum dearness allowance of Rs. 15 per month. Since these recommendations were not mandatory only some of the employers implemented them by adopting Re. 1 per day as the minimum wage but in regard to dearness allowance they started paying only Rs. 10 per month. Since this did not end the disputes the matter was referred to an

Industrial Tribunal in 1958. At the time of the Survey the disputes were still before the Tribunal. In July 1959\* the Government of Mysore notified the silk industry to be a scheduled industry under the Minimum Wages Act but it is understood that the rates have not been fixed so far.

1.10. In the course of the Survey it was noticed that generally winders, and twistors were the lowest paid occupations. In large factories, men, wherever they were employed in these occupations received a consolidated daily wage of Re. 0.50 as winders and Re. 1.06 as twistors. Women's wages on the other hand ranged from Re. 0.50 to Rs. 1.18 per day but usually they received between Rs. 1.06 and Rs. 1.18 per day.

1.11. In smaller factories the daily rates of wages of the lowest paid men workers were found to be varying from Re. 0.62 to Rs. 1.56 but most of them were paying Re. 1 to Rs. 1.50 per day. Among women the lowest pay ranged from Re. 0.75 to Rs. 1.50 per day. In some of the factories women employed as *Butta* Cutters or Cookers were being paid as low consolidated wages as Re. 0.37 or Re. 0.65 per day. But such cases were exceptions. Majority of employers paid their women employees Re. 1 or more per day. Children were found to be employed in a very small number of factories as winders or helpers and their consolidated wages were Re. 0.38 per day.

1.12. *Residual Stratum*--Some of the important centres which were in the Residual Stratum were: Surat, Bhiwandi, Bhavnagar and Ludhiana. The following paragraphs describe the important developments in the wage structure during recent years in these centres.

(a) *Surat*--Like Bombay City wages and allowances in Surat have been standardised by awards of adjudicators. Available information would show that wages were standardised for the first time under an award of adjudicator in 1952. These rates were subsequently revised in 1954 by an agreement reached by a majority of silk mills of Surat and the Representative Union of Workers. Under this agreement minimum basic wage was fixed at Rs. 26 for a month of 26 working days and workers became entitled to 80 per cent. of their standardised basic wage as dearness allowance.

(b) *Bhiwandi*--The first known major wage revision in this centre was in 1951 when, in the course of adjudication proceedings before the Industrial Court in a dispute between the Textile Mazdoor Union, Bhiwandi and the managements of eight silk mills, an agreement was reached between the parties. This agreement provided for payment of a minimum wage Rs. 22.75 for a month of 26 working days and dearness allowance at the rate of Rs. 1.25 per day to time-rated workers and 60 per cent. of basic wage earned to piece-rated workers. In 1953 the Industrial Court increased the dearness allowance and recommended payment at the rate of 65 per cent. of the Bombay Textile Scale. The dearness allowance rate was subsequently raised to 65.5 per cent. of the neutralisation of the increase in cost of living over the minimum wage for cotton textile industry in Bombay as fixed

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\*Mysore Government Notification No. LLH36MN dated 18th July, 1959.

by the Wage Board in March 1959. As the parties were not satisfied with the decision they preferred an appeal to the Industrial Court. In its order dated 9th May 1960, the Court did not favour revision of dearness allowance but recommended that the minimum wages should be increased to Rs. 26 per month and that the differential of the other workers should be increased proportionately.

(c) *Bhavnagar*—It is reported that except for the year 1956 there has been no major wage revision in Silk mills in Bhavnagar. Broadly speaking, in that year workers in the industry received an increase of approximately 5 per cent. in their basic wages as well as dearness allowance. Before the increase the lowest paid workers were getting Rs. 28.06 as basic wage for a month of 26 working days and in addition dearness allowance at the rate of 62.5 per cent. of the Cotton Textile rate for Ahmedabad. As a result of the increase the minimum basic wage was increased to Rs. 29.65 and the dearness allowance rate to 67.5 per cent. of the Ahmedabad Cotton Textile rate.

(d) *Ludhiana*—The available information would show that there has been no wage revision affecting majority of the workers in the industry and no rates of wages, etc., have been fixed under any award or statutory order. The wage structure, as existing at the time of the Survey, had developed only as a result of bargaining between individual workers and employers.

1.13. During the course of the Survey information was collected in respect of the number of wage revisions affecting majority of workers in the sampled factories since 1956 and the manner in which such revisions were affected. The information collected in respect of number of revisions is presented in the Statement below.

#### STATEMENT 3.01

#### *Estimated Percentage Distribution of Factories According to Number of Wage Revisions since 1956*

Centre	Percentage of factories in which revision took place		
	Once	Twice	Thrice
(i)	(ii)	(iii)	(iv)
Bombay City and its Suburbs .. .. .	96.2	3.8	..
Srinagar .. .. .	21.4	57.2	21.4
Amritsar .. .. .	50.0	..	50.0
Mysore .. .. .	85.8	14.2	..
Residual .. .. .	85.9	14.1	..
All-India .. .. .	84.9	12.3	2.8

1.14. In the country as a whole over 38 per cent. of the wage revisions in the industry since 1956 were the result of adjudication or arbitration awards, 31 per cent. by agreements between the employers and employees, one per cent. by conciliation, four per cent. by executive orders, and the rest were due to unilateral decisions of employers. Among individual centres, the largest number of revisions were effected in Bombay City and its Suburbs as well as in the Residual Group by awards of adjudicators of arbitrators, in Srinagar and Mysore by agreements between employers and workers and by voluntary discretion of employers in Amritsar. The following Statement

shows the distribution of revisions according to the methods used for effecting them in various centres:—

### STATEMENT 3.02

#### *Distribution of Wage Revisions According to Methods used for Effecting Them*

Centre	Discretion of employers	Agreement between employers and employees	Concilia- tion	Adjudica- tion and Arbitration Awards	Execu- tive order of Govern- ment
(i)	(ii)	(iii)	(iv)	(v)	(vi)
Bombay City and its Suburbs ..	30.0	22.1	..	47.9	..
Srinagar .. ..	21.4	78.6	..	..	..
Amritsar .. ..	50.0	25.0	..	25.0	..
Mysore .. ..	33.4	54.1	..	..	12.5
Residual .. ..	18.2	20.5	3.1	52.0	0.2
All-India .. ..	25.8	30.8	1.2	38.5	3.7

### 2. Pay-periods—

2.01. The usual system in the industry was to settle wages of workers once in a month. In the country as a whole wage period of 92.4 per cent. of the workers was a month. Only 5.3 per cent. of them were being paid once in a fortnight, 2.0 once a week and 0.3 had no settled pay period. The following Statement shows the distribution of workers by periods in different centres:—

### STATEMENT 3.03

#### *Distribution of Workers According to Pay Periods*

Centre	Percentage of workers whose pay period was			
	Month	Fortnight	Week	Not fixed
(i)	(ii)	(iii)	(iv)	(v)
1. Large Factories .. ..	95.0	4.8	0.2	..
(a) Bombay City and its Suburbs .. ..	100.0	..	..	..
(b) Srinagar .. ..	100.0	..	..	..
(c) Amritsar .. ..	66.0	34.0	..	..
(d) Mysore .. ..	97.2	..	2.8	..
(e) Residual .. ..	92.4	7.6	..	..
2. Small Factories .. ..	87.8	6.2	5.2	0.8
(a) Bombay City and its Suburbs .. ..	100.0	..	..	..
(b) Srinagar .. ..	100.0	..	..	..
(c) Amritsar .. ..	66.1	33.9	..	..
(d) Mysore .. ..	85.1	0.9	12.3	1.7
(e) Residual .. ..	88.5	4.5	6.1	0.9
3. All-India .. ..	92.4	5.3	2.0	0.3
(a) Bombay City and its Suburbs .. ..	100.0	..	..	..
(b) Srinagar .. ..	100.0	..	..	..
(c) Amritsar .. ..	66.0	34.0	..	..
(d) Mysore .. ..	89.2	0.6	9.1	1.1
(e) Residual .. ..	90.8	6.4	2.4	0.4

2.02. In Bombay City and Suburbs and in Srinagar the universal practice was to pay wages once in a month. In Amritsar the wage period of majority of workers (66 per cent.), both in large as well as small factories, was a month. The remaining workers (34 per cent.) were being paid fortnightly. The usual practice in large silk factories in Mysore was to settle wages once in a month and only less than 3 per cent. of the workers were weekly paid. In small size units, though the predominant wage period was a month other systems also existed. Of the nearly 15 per cent. of the workers, who were not monthly paid, 12.3 per cent were being paid weekly, 0.9 per cent. fortnightly and the rest had no fixed wage period at all. Such workers were generally weavers who were paid only after they completed the warp. They were paid advances from time to time to meet their needs. In the Residual Group over 92 per cent. of workers employed in large factories were monthly paid and, except for an insignificant fraction, the rest were fortnightly paid. In smaller factories 88.5 per cent were being paid once in a month, 4.5 per cent. once a fortnight, 6 per cent weekly and a little less than 1 per cent. had no fixed pay period at all. The establishments which had no fixed pay period were found to be small factories located in Surat. In these units the practice was to pay advances to workers and to settle the account at the end of the local financial year.

### 3. *Average Daily Earnings—*

3.01. In view of the fact the Bureau had conducted a detailed occupational wage survey in 1958-59 no attempt was made in the course of this Survey to collect data pertaining to earnings of workers by occupations. However, some statistics were collected of earnings of broad groups of workers e.g., all workers (i.e., all those covered under the Factories Act), all production workers (separately for men, women and children), the lowest paid workers employed directly as well as through contractors, clerical employees and watch and ward and other related workers. The information so collected is presented in the following Statement. For maintaining comparability of the data, information relating to earnings were collected for one wage period immediately preceding 31st December 1959, the month in which the Survey was launched.

3.02. The average daily earnings of workers in the silk industry in December 1959 was Rs. 4.24. The earnings figures show that the highest wage pocket of the industry was Bombay City and its Suburbs (Rs. 5.27) followed by the Residual Group (Rs. 4.16), Amritsar (Rs. 3.41), Srinagar (Rs. 2.69) and Mysore (Rs. 2.16). The average daily earnings of "production workers" on the other hand was only Rs. 4.04 in the country. The differential was the same in different centres in respect of this group as for 'all workers'. The highest figure was for Bombay City and its Suburbs (Rs. 5.07) and lowest for Mysore (Rs. 2.05). Everywhere, except Mysore, average earnings were higher, in larger factories. The largest difference was in Srinagar where the earnings of workers employed in bigger factories was nearly 57 per cent. higher. The percentage was 40 in the Residual Group, 23 in Bombay City and its Suburbs and 19 in Amritsar. The unusual feature of lower earnings of workers in large factories in Mysore is probably due to the fact that all the large size factories were sericulture establishments located in *mofussil* centres where wage rates

were low and smaller establishments were weaving factories situated mostly in Bangalore City where wage rates were generally much higher.

### STATEMENT 3.04

#### Average Daily Earnings of Silk Mill Workers in December 1959

(In Rupees)

Centre		All Workers*	Production Workers			All Production Workers
			Men	Women	Children	
(i)		(ii)	(iii)	(iv)	(v)	(vi)
1. Bombay City and its Suburbs	..	5.27	5.11	3.87	..	5.07
(a) Large factories	..	5.50	5.26	4.31	..	5.24
(b) Small factories	..	4.47	4.56	3.10	..	4.48
2. Srinagar	..	2.69	2.75	2.64	0.63	2.71
(a) Large factories	..	2.78	2.81	2.64	0.97	2.80
(b) Small factories	..	1.77	2.01	..	0.46	1.74
3. Amritsar	..	3.41	3.37	1.86	1.36	3.32
(a) Large factories	..	3.73	3.60	2.18	..	3.54
(b) Small factories	..	3.12	3.18	1.36	1.36	3.13
4. Mysore	..	2.16	2.50	1.37	0.56	2.05
(a) Large factories	..	1.98	2.35	1.42	..	1.87
(b) Small factories	..	2.26	2.56	1.34	0.56	2.14
5. Residual	..	4.16	4.00	1.79	1.19	3.88
(a) Large factories	..	4.69	4.36	2.28	1.19	4.26
(b) Small factories	..	3.34	3.48	1.39	..	3.34
6. All-India	..	4.24	4.23	1.89	1.02	4.04
(a) Large factories	..	4.75	4.60	2.26	1.16	4.46
(b) Small factories	..	3.34	3.55	1.55	0.83	3.33

\*Includes all persons covered under the Factories Act, i.e., Technical, Administrative, Production, Clerical as well as Watch and Ward employees.

3.03. *Production Workers*—Among production workers, the average daily earnings of men, women and children in the industry were Rs. 4.23, Rs. 1.89 and Rs. 1.02 respectively. The relative position of men was the same as in the case of "all workers" i.e., the earnings were highest in Bombay City and its Suburbs (Rs. 5.11) and lowest in Mysore (Rs. 2.50). But in the case of women the order of intermediate positions was different. The first position was retained by Bombay City and its Suburbs (Rs. 3.87) but the second place was of Srinagar (Rs. 2.64), followed by Amritsar (Rs. 1.86), Residual Group (Rs. 1.79) and Mysore (Rs. 1.37). The average daily earnings of women in the country as a whole were only Re. 1.89 i.e., 45 per cent of those of men.

3.04. No children were employed as production workers in Bombay City and its Suburbs. Of the centres where they were employed, their earnings were lowest in Mysore (Re. 0.56) and highest in Amritsar (Rs. 1.36). Taking all the centres together their earnings were only Rs. 1.02 constituting 24 per cent of earnings of men.

3.05. *Lowest Paid Workers*—The following Statement shows the earnings of workers in the lowest paid occupations among production workers.

STATEMENT 3.05

Average Daily Earnings of Lowest Paid Workers in Silk Industry in December 1959

(In Rupees)

Centre	Employed Direct				Employed through contractors				All Lowest Paid Workers			
	Men	Women	Children	All Workers	Men	Women	Children	All Workers	Men	Women	Children	All Workers
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)
1. <i>Bombay City and its Suburbs</i>	3.59	3.81	..	3.60	3.22	..	..	3.22	3.58	3.81	..	3.59
(a) Large factories ..	3.69	4.05	..	3.70	3.25	..	..	3.25	3.67	4.05	..	3.68
(b) Small factories ..	3.07	3.50	..	3.12	2.88	..	..	2.88	3.07	3.50	..	3.12
2. <i>Srinagar</i>	0.80	2.19	0.63	0.82	..	..	..	..	0.80	2.19	0.63	0.82
(a) Large factories ..	0.59	2.19	0.97	0.92	..	..	..	..	0.59	2.19	0.97	0.92
(b) Small factories	1.25	..	0.44	0.69	..	..	..	..	1.25	..	0.44	0.69
3. <i>Amritsar</i>	2.63	1.74	1.36	2.52	1.85	..	..	1.85	2.63	1.74	1.36	2.52
(a) Large Factories	3.00	2.08	..	2.92	1.85	..	..	1.85	2.99	2.08	..	2.92
(b) Small factories ..	2.12	1.36	1.36	1.99	..	..	..	..	2.12	1.36	1.36	1.99
4. <i>Mysore</i>	1.33	1.36	0.56	1.34	..	..	..	..	1.33	1.36	0.56	1.34
(a) Large factories ..	0.89	1.39	..	1.35	..	..	..	..	0.89	1.39	..	1.35
(b) Small factories ..	1.36	1.34	0.56	1.34	..	..	..	..	1.36	1.34	0.56	1.34
5. <i>Residual</i>	3.11	1.71	0.58	2.89	2.01	..	..	2.01	3.10	1.71	0.58	2.89
(a) Large factories ..	2.83	2.04	0.58	2.64	3.87	..	..	3.87	2.83	2.04	0.58	2.64
(b) Small factories ..	3.22	1.53	..	3.00	1.80	..	..	1.80	3.21	1.53	..	2.99
6. <i>All-India</i>	3.10	1.70	0.77	2.81	3.04	..	..	3.04	3.10	1.70	0.77	2.81
(a) Large factories	3.36	1.98	0.68	3.13	3.22	..	..	3.22	3.35	1.98	0.68	3.13
(b) Small factories	2.82	1.53	0.84	2.50	2.23	..	..	2.23	2.82	1.53	0.84	2.50

3.06. The figures show that from the point of view of minimum earnings, Srinagar was the lowest wage pocket and Bombay City and its Suburbs the highest in the country. The earnings of the lowest paid workers ranged from Re. 0.82 to Rs. 3.59 per day. As in the case of all production workers, the earnings of lowest paid workers were also higher in larger factories in all the centres except the Residual Group. The overall average for the country as a whole was Rs. 2.81. As between men and women though the all-India figures show that the earnings of men were Rs. 3.10 as compared to Rs. 1.70 of women but actually in all the centres, except Amritsar and the Residual Group, the earnings of women were higher indicating that they were generally employed in better paid occupations. For instance, in those factories where women were also employed they were engaged as twistors or winders and were invariably getting more than the lowest paid men who were usually engaged as *Mazdoors*. The earnings of men ranged from Re. 0.80 (Srinagar) to Rs. 3.58 (Bombay City and its Suburbs) and of women from Rs. 1.36 (Mysore) to Rs. 3.81 (Bombay City and its Suburbs). In the case of children they ranged from Re. 0.56 in Mysore to Rs. 1.36 in Amritsar.

3.07. The statistics contained in Statement 3.05 show that in all the centres, where the system of employing workers through contractors existed, the earnings of lowest paid workers were invariably higher than of those employed directly by the managements. It may, however, be mentioned that the two sets of figures are not strictly comparable because the occupations in which the lowest paid direct and contract labour were engaged generally differed.

#### 4. Components of Earnings—

4.01. *Basic Wages and Dearness Allowance*—Basic earnings i.e. basic wages and dearness allowance (wherever paid as a separate component) formed nearly the whole of the total earnings of workers in the Silk industry. The Statement 3.06 shows the earnings of workers by components in different centres of the industry.

4.02. In the country as a whole basic earnings of the workers formed more than 96 per cent. of the total earnings. This component constituted nearly cent per cent of the total in Bombay City and its Suburbs and Srinagar. In other centres it formed roughly 97 per cent of the entire amount. Since not all the factories paid a distinct amount as dearness allowance it is not possible to give the proportion of basic earnings paid as basic wage and dearness allowance. It is estimated that in the country only approximately 25 per cent. of Silk factories were paying separate dearness allowance and the rest were paying consolidated wages only. The position, however, varied from centre to centre and the details are given below.

4.03. *Bombay*—In Bombay and Bombay Suburbs nearly 62 per cent. of the factories were found to be paying separate dearness allowance. It was generally noticed that the system of paying consolidated wages was more popular among smaller factories than large ones. In 88 per cent. of the factories paying separate dearness allowance, the amount was linked to consumer price index number. The rate was based on an agreement reached in June 1957 between the Mill Mazdoor Sabha, Bombay and the Silk and Art Silk Mills' Association Ltd.,



Bombay representing 63 silk mills which were parties to the dispute. Under this agreement it was provided that the silk mills would pay dearness allowance at a rate which would neutralise the rise in cost of living over pre-war level to the extent of 80 per cent. In view of this agreement the Industrial Court Bombay, before whom this matter was pending, gave an award in the same terms. In the rest of the units it was being paid at a fixed rate which varied from Rs. 1.50 to Rs. 2.50 per day.

## STATEMENT 3.06

*Average Daily Earnings, by Components, of Workers in Silk Industry  
December, 1959*

(In Rupees)

Centre	Basic Earnings (+ D.A.)	Production Bonus	Night [Shift Allow- ance	House Rent Allow- ance	Transport Allowance	Overtime Pay	Other Allowances	Total
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)
<b>1. Bombay City and</b>								
its <i>Suburbs</i> ..	5.27	..	..	..	..	..	..	5.27
(a) Large factories	5.50	..	*	*	*	*	*	5.50
(b) Small factories	4.47	..	..	..	..	..	..	4.47
<b>2. Srinagar</b> ..	2.69	..	..	..	..	..	..	2.69
(a) Large factories	2.78	..	..	..	..	*	..	2.78
(b) Small factories	1.77	..	..	..	..	..	..	1.77
<b>3. Amritsar</b> ..	3.30	0.05	..	..	..	0.05	0.01	3.41
(a) Large factories	3.65	..	..	*	..	0.08	*	3.73
(b) Small factories	2.99	0.10	..	..	..	0.02	0.01	3.12
<b>4. Mysore</b> ..	2.11	0.02	..	..	..	0.02	0.01	2.16
(a) Large factories	1.86	0.06	..	..	..	0.04	0.02	1.98
(b) Small factories	2.24	..	..	..	..	0.01	0.01	2.26
<b>5. Residual</b> ..	1.05	0.02	..	0.01	0.01	0.02	0.05	4.16
(a) Large factories	4.51	0.04	..	0.02	0.01	0.04	0.07	4.69
(b) Small factories	3.34	..	*	..	..	*	*	3.34
<b>6. All India</b> ..	4.18	0.02	..	0.01	..	0.01	0.02	4.24
(a) Large factories	4.67	0.02	..	0.01	..	0.02	0.03	4.75
(b) Small factories	3.32	0.02	..	..	..	..	..	3.34

\*Less than .005

4.04. *Srinagar*—In Srinagar though all the factories were paying dearness allowance it was found that this benefit was generally confined to weavers. The rate at which weavers were being paid was 12½ per cent. of the basic wages earned. Only in one factory (19 per cent.) all workers were being paid dearness allowance at the rate of 25 per cent. of the basic wages earned.

4.05. *Amritsar*—The system of paying a separate dearness allowance was non-existent in Amritsar and all factories were found to be paying consolidated wages.

4.06. *Mysore*—The Survey results show that only 20 per cent of the silk factories in Mysore were paying separate dearness allowance. Of the factories paying separate dearness allowance, in 50 per cent. the amount paid varied according to income groups, in 10 per cent. a fixed amount was paid to all workers and in the rest the allowance was either being paid only to some of the workers or clerical and supervisory staff or it was being paid at different rates to different individuals at the discretion of the management. Thus in none of the factories dearness allowance was linked to any consumer price index number.

4.07. In Government silk filatures all workers were being paid dearness allowance at the rate varying from Rs. 25 per month in the case of those getting basic wages up to Rs. 80 per month to Rs. 50 per month in the case of persons drawing between Rs. 500 and 800 per month. In other factories the rates ranged from Rs. 5 to Rs. 15.60 per month of 26 working days. Generally speaking, in smaller factories only consolidated wages were being paid.

4.08. *Production or Incentive Bonus*—Production or incentive bonus formed 1.5 per cent. of the total earnings of workers in Amritsar, 0.9 per cent. in Mysore and 0.5 per cent. in the Residual Group. The overall percentage of this component to the total earnings of workers in the country as a whole was only 0.5 per cent. Not all factories in the centres mentioned above paid production or incentive bonus. They constituted only 3.1 per cent of the total in Amritsar, 1.9 in Mysore and 1.4 the Residual Group. In the entire country they formed only 1.5 per cent of all factories. In the Residual Group and in Amritsar. Production or Incentive Bonus Schemes were generally applicable only to weavers and jobbers but in some of the factories they applied to cutters or piece-rated workers. Usually certain norms were fixed by the managements and a bonus was paid to those exceeding the norm. In some of the establishments, belonging to the Residual Group, cash prizes ranging from Rs. 5 to Rs. 15 per month were being paid to the first three weavers showing the best record of production. In Mysore, one of the Government silk filatures paid production bonus to Reelers and Cookers at the rate of Re. 1 and Rs. 50 per lb. respectively for production over and above 11 oz.

4.09. *Night Shift Allowance*—Only a few establishments, i.e., 1.3 per cent. in Bombay and 0.4 per cent. in the Residual Group, were found to be paying night shift allowance. In Bombay, it was being paid only to the Supervisory Staff at the rate of Rs. 10 per month whenever they were put on night shift. In the Residual Group, however, all production workers were being paid Re. 0.25 for each night shift worked. In view of the very limited extent of the practice of paying this allowance, the proportion which it formed to the total earnings of workers was almost insignificant.

4.10. *House Rent Allowance*—As in the case of night shift allowance, only a very small proportion of the factories in the country were paying house rent allowance. It is estimated that only 1.3 per cent. in Bombay City and its Suburbs, 1.3 per cent. in Amritsar and 0.4 per cent. in the Residual Group paid such an allowance. All the concerned factories were large size establishments. In Bombay City and its Suburbs only *Jemadars* and watchmen were being paid this allowance at a rate ranging from Rs. 3 to Rs. 5 per month. In Amritsar,

only Weaving Masters in the concerned factories were being paid Rs. 20 per month under the contract of service. In the Residual Group, on the other hand, this allowance was being paid to all employees. To staff members it was paid at a flat rate of Rs. 7 per month while all other employees received Rs. 2.56 per month. Consequently, it formed 0.2 per cent. of the total earnings of workers in the Residual Group of factories. Elsewhere its share was entirely insignificant.

4.11. *Transport Allowance*—Transport or conveyance allowance was being paid in only 1.0 per cent. of factories in the Residual Group. In some of the factories in the Residual Group Rs. 2 per month was being paid to production workers at the discretion of the management, while in others those persons of the managerial, technical, clerical and supervisory staff who were in employment since 1947 alone were being paid Rs. 5 per month as transport allowance. This allowance constituted 0.2 per cent. of the total earnings.

4.12. *Overtime Pay*—Payments made for overtime work were reflected in the earnings of workers in all the centres and constituted 1.5 per cent. of the total earnings in Amritsar, 0.9 per cent. in Mysore and 0.5 per cent. in the Residual Group. Elsewhere it constituted less than .01 per cent. of the total. In the country as a whole it accounted for 0.2 per cent. of the total earnings of silk factory workers. In Bombay City and its Suburbs and in Srinagar this payment was reflected only in large factories. Elsewhere it featured in both the types of factories but its share was higher in larger factories.

4.13. *Other Allowances and Payments*—This group of components accounted for 0.5 per cent. of the total earnings of workers. Its share was highest in the Residual Group being 1.2 per cent. In Mysore and Amritsar it constituted 0.5 per cent. and 0.3 per cent. respectively. But in Bombay City and its Suburbs its contribution was almost insignificant. The most important constituent of this group was Attendance Bonus. Such a Bonus was being paid only in 2.5 per cent. of factories in Mysore and 2.9 per cent. in the Residual Group. In Mysore an inducement of one anna per day was being paid to temporary workers for being regular in attendance. In the Residual Group only one-third of the concerned factories paid this bonus to all workers. The rate being Rs. 8 per month for cent. per cent. attendance and Rs. 6 if the absences did not exceed four during the month. Elsewhere it was being paid to only a limited categories of workers, e.g., warpers, weavers, twistors and winders. The rate of payment ranged from Rs. 3 to Rs. 12 per month for attendance on all the working days.

4.14. The other allowances (e.g., cash handling allowance, shed allowance) were of very insignificant nature and they were being paid only to a few employees like clerks in a few factories.

4.15. *Annual Bonus*—None of the silk factories had any regular profit-sharing scheme but the system of paying year-end bonus was found to be quite a usual feature of the industry. The Survey results show that nearly one out of every four silk factories in the country was paying such a bonus. Of the establishments paying bonus, in 38 per cent. payment was being made at the discretion of management, in 47 per cent. on the basis of voluntary agreements between management and workers and in only roughly 15 per cent. it was as a result of awards of Industrial Tribunals or Courts.

4.16. The practice was found to be most in vogue in Bombay City and its Suburbs. In this centre a little over 50 per cent. of the factories were found to be paying year-end bonus and another 6 per cent. were paying festival bonus. The practice was more common in larger factories than smaller ones. The percentage of large factories paying such bonuses was 82 as against 48 among smaller establishments. In none of the factories there was any regular scheme. It was found that in nearly 40 per cent. of the factories payment was entirely at the discretion of the managements, in little over 57 per cent. it was based on voluntary agreement between managements and workers and in less than 3 per cent. it was paid under an award of a Tribunal or Industrial Court. Among larger factories it was noticed that nearly 43 per cent. had paid less than a month's basic wages earned during the year as bonus, 29 per cent. more than a month but less than two months' basic wages, 21 per cent. more than 2 but less than 3 months' basic wages and 7 per cent. more than 3 months' basic wages as bonus. In smaller factories the usual bonus rate was 4.2 per cent. of the basic wages earned during the bonus year. Since the amount payable was generally expressed as a proportion of the basic wages earned during the bonus year, usually no other conditions were attached to the payment of bonus and all persons who worked during the concerned year were entitled to it. But in a very small percentage of factories it was found that those employees who were dismissed for misconduct were debarred from the benefit or that payment was confined to only permanent workers.

4.17. In Srinagar, only one out of the three large factories surveyed was found to be paying annual bonus to all workers. The payment was at the discretion of the management and was made at the rate of one-sixth of the basic wages earned.

4.18. In Amritsar, two of the three large size factories and only one out of 32 small factories surveyed were found to be paying annual bonus. In both the large size factories payment was based on *ad hoc* agreements reached between the managements and workers. One of these paid 5.8 per cent. of basic wages to all those workers who had at least 9 months' continuous service in the bonus year. In the other factory all employees were entitled to bonus at the rate of 7.1 per cent. of the basic wages earned. The small factory in which bonus was being paid was a co-operative Industrial Society. In this factory those workers who were share holders of the society were being paid 5 per cent. of wages earned as bonus.

4.19. As in Amritsar, the system of paying annual bonus was not very popular in Mysore as only 2 out of 34 small size factories covered were found to be paying year end or festival bonus. In one factory bonus was being paid at the discretion of the management while in the other it was on the basis of a voluntary agreement between the employer and workers. Bonus was payable only to those workers who had put in 240 days' service and at the rate of 22 days' wages in one factory and 12 days' wages in the other.

4.20. In the Residual Stratum roughly one out of every four factories was found to be paying bonus. Like Bombay City and its

Suburbs, the practice was more common in larger factories. The comparative percentage of large and small factories paying bonus was 79 and 19 respectively. Nearly 39 per cent. of the factories were making payments on the basis of voluntary agreements between managements and workers, 25 per cent. as a result of awards of Adjudicators and in the rest it was being made at the discretion of the management. Except for a very small number of factories, where the benefit was confined to those with 1 to 3 months' service or to permanent and temporary employees (i.e. excluding *badli* and casual workers) every where bonus was paid to all workers. In some of the factories those employees who were dismissed for misconduct or causing damage or loss were either not entitled to any bonus or they were paid after the value of damage or loss was deducted. Usually 5 to 10 per cent. of basic wages earned during the year concerned was being paid as bonus. Among larger factories nearly 45 per cent. paid bonus at the rate of 5 to 10 per cent. of basic wages, and another 20 per cent. each were paying at a rate less than 5 per cent. or between 5 and 10 per cent. of the basic wages earned during the year. Nearly 39 per cent. of the smaller factories paying bonus paid less than 5 per cent. of basic wages earned during the year as bonus, roughly 48 per cent. paid between 5 and 10 per cent. of basic wages and the rest more than 10 per cent. of basic wages.

4.21. *Festival Bonus*—In the country as a whole a little over 2 per cent. of the factories were paying festival bonus. The system of paying such a bonus was found to be non-existent in Srinagar and Amritsar. In Bombay City and its Suburbs only 6 per cent. of the factories, all of whom were of small size, had a system of paying 'Deepavali' bonus to all their employees at the rate of 14 or 15 days' wages. In Mysore only one small factory out of a total of 34 surveyed at times paid a month's pay as festival bonus to its clerical employees. In the Residual Group only less than 2 per cent. of the establishments were found to be paying festival bonus usually at the time of 'Deepavali' generally to all their employees. The rate varied from one week to one month's pay.

## 5. *Earnings of Clerical and Watch and Ward Staff—*

5.01. In the course of the Survey data were also collected concerning earnings, without break-up by components, of clerical employees and persons employed as watch and ward and in other services in various factories and the same are given in the Statement 3.07.

5.02. The average daily earnings of clerical and related employees ranged from Rs. 3.49 in Srinagar to Rs. 7.20 in Bombay City and its Suburbs. In the country as a whole it was Rs. 6.21. Everywhere they were invariably higher than the average daily earnings of all production workers. The average daily earnings of watch and ward were higher than those of the lowest paid production workers but lower than those of all production workers. The figure was highest in the case of Bombay City and its Suburbs (Rs. 3.72) and lowest in Mysore (Rs. 1.83). Both in the case of clerical staff and watch and ward employees the average daily earnings were higher in larger factories, the only exception being Mysore and Srinagar (clerks). In Mysore

most of the smaller factories were located in Bangalore where wage rates were higher than in mofussil centres where generally large factories were located.

**STATEMENT 3.07**  
**Average Daily Earnings of Clerical and Watch and Ward Staff**  
**(December 1959)**

(December 1955)

						(In Rupees)	
Centro						Clerical and Related Workers	Watch and Ward and Other Services
(i)						(ii)	(iii)
1.	<i>Bombay City and its Suburbs</i> .. .. .					7.20	3.72
	(a)	Large factories .. .. .				7.72	4.02
	(b)	Small factories .. .. .				4.70	2.99
2.	<i>Srinagar</i> .. .. .					3.49	2.28
	(a)	Large Factories .. .. .				3.31	2.37
	(b)	Small factories .. .. .				3.89	1.39
3.	<i>Anurisar</i> .. .. .					4.37	2.11
	(a)	Large factories .. .. .				4.62	2.22
	(b)	Small factories .. .. .				3.96	1.96
4.	<i>Mysore</i> .. .. .					3.89	1.83
	(a)	Large factories .. .. .				3.20	1.45
	(b)	Small factories .. .. .				4.37	2.13
5.	<i>Residual</i> .. .. .					6.26	2.77
	(a)	Large factories .. .. .				6.74	2.78
	(b)	Small factories .. .. .				3.78	2.75
6.	<i>All India</i> .. .. .					6.21	2.89
	(a)	Large factories .. .. .				6.81	3.05
	(b)	Small factories .. .. .				4.28	2.51

5.03. Due to differences in the scope and method adopted by the Labour Investigation Committee and in the present Survey it is not possible to make any strict comparisons with the level of earnings of workers in the industry in 1944 and at the time of this Survey. However, in spite of these limitations it is very obvious that in all the centres which were also covered by the Labour Investigation Committee there has been an upward movement of level of earnings. In some of the centres, e.g., Bombay and Mysore, the movement has been significant. The Committee reported that in 1944 *Folders*, *Rewinders* and *Mazdoors* were among the lowest paid workers in Bombay and their average earnings ranged from Rs. 1.22 to Rs. 1.52 per day in case of men and Re. 1.00 to Rs. 1.21 in case of women. Among the highest paid workers were weavers and warpers and they earned on an average Rs. 2.19 to Rs. 2.28 per day if men and Rs. 1.60 to Rs. 1.98 if women. At the time of the present Survey, on the other hand, the average daily earnings of the lowest paid men and women workers were Rs. 3.58 and Rs. 3.81 respectively; similar figure for all production workers in this centre was Rs. 5.07.

5.04. In Srinagar, Twisters and Reelers were the lowest and highest paid workers respectively in 1944 and their respective earnings were Re. 0.52 and Rs. 1.50 per day. Information collected in the course of the present Survey shows that in December 1959 the average daily earnings of the lowest paid workers were Re. 0.82 and of all production workers Rs. 2.69.

5.05. From the Report of the Committee it would appear that in 1944, Cocoon Sorters, Waste Pickers and Cookers were the lowest paid occupations in Mysore. The average daily earnings of persons engaged in these occupations ranged from Re. 0.52 to Re. 0.56 in the case of men, Re. 0.37 to Re. 0.48 in the case of women, and Re. 0.30 to Re. 0.52 in the case of children. The Survey results show that except for child workers the earnings of all other persons have increased appreciably, as is evident from the fact that in December 1959 the average daily earnings of lowest paid men, women and children were Rs. 1.33, Rs. 1.36 and Re. 0.56 respectively, and the average daily earnings of all production workers were Rs. 2.05.

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# CHAPTER IV

## WORKING CONDITIONS

### 1. Shifts—

1.01. The Statement 4.01 given below shows the distribution of silk factories according to the number of shifts worked and those working night shifts in various centres:—

STATEMENT 4.01

*Percentage of Silk Factories According to Number of Shifts Worked, etc., in 1960-61*

Centre			Estimated No. of factories	Percentage of factories having			Percentage of factories having night shift
				One shift	Two shifts	Three shifts	
(i)			(ii)	(iii)	(iv)	(v)	(vi)
1. <i>Bombay City and its Suburbs</i>	..	..	229	15.6	30.9	53.5	53.5
(a) Large factories	..	..	57	..	23.5	76.5	76.5
(b) Small factories	..	..	172	20.9	33.3	45.8	45.8
2. <i>Srinagar</i>	..	..	14	100.0	..	..	..
(a) Large factories	..	..	8	100.0	..	..	..
(b) Small factories	..	..	6	100.0	..	..	..
3. <i>Amritsar</i>	..	..	228	7.4	29.9	62.7	83.6
(a) Large factories	..	..	10	33.3	..	66.7	66.7
(b) Small factories	..	..	218	6.2	31.3	62.5	84.4
4. <i>Mysore</i>	..	..	161	85.2	12.1	2.7	10.1
(a) Large factories	..	..	13	50.0	50.0	..	25.0
(b) Small factories	..	..	148	88.2	8.8	3.0	8.8
5. <i>Residual</i>	..	..	719	23.0	38.4	38.6	47.9
(a) Large factories	..	..	78	8.3	41.7	50.0	54.2
(b) Small factories	..	..	641	24.8	38.0	37.2	47.1
6. <i>All-India</i>	..	..	1,351	27.3	32.2	40.5	49.9
(a) Large factories	..	..	166	14.6	31.6	53.8	57.7
(b) Small factories	..	..	1,185	29.1	32.3	38.6	48.8

More than 75 per cent. of the factories in all the centres, except Srinagar and Mysore, worked more than one shift. In the country



as a whole nearly 27 per cent. of the factories worked one shift, about 32 per cent. two shifts and more than 40 per cent. three shifts.

1.02. Among individual centres the percentage of factories working multiple shifts was highest in Amritsar (93 per cent.), followed by Bombay City and its Suburbs (84 per cent.), Residual Group (77 per cent.) and Mysore (15 per cent.). In Srinagar all the factories were found to be working only one shift.

1.03. Nearly 50 per cent. of the factories in the country worked night shift. As between different centres, the percentage of factories working night shift was highest in Amritsar (84) followed by Bombay City and its Suburbs (53), Residual Group (48), and Mysore (10). None of the factories in Srinagar had night shift.

## 2. Hours of Work—

2.01. Actual hours of work generally varied not only between factories in the same centre but also between different shifts of the same factory having multiple shift system. In view of this it is not possible to give a complete description of distribution of factories according to their working hours. However, the following Statement 4.02 shows the proportion of factories according to the length of hours of work of majority of workers in various shifts in each factory.

2.02. In nearly 60 per cent. of the factories in the country the daily hours of work for adult workers were 8, in 36 per cent. they were less than 8, and in 4 per cent. more than 8. Usually daily hours of work were less than 8 in those factories which worked three shifts. However, sometimes certain factories working three shifts had two shifts of 8 hours or a little more and night shift of a shorter duration; as a result the percentage of factories working three shifts shown in Statement 4.01 does not correspond with those where working hours were less than 8 as shown in Statement 4.02.

2.03. In Bombay City and its Suburbs roughly 88 per cent. of large and 71 per cent. of small factories had fixed 8 hours a day for their workers and in the rest the duration of hours of work were less than 8 (generally 7½).

2.04. In Srinagar, two of the three bigger factories covered had only 7-hour day while the remaining worked 6½ hours on 5 days and 6 hours on Fridays. Smaller factories worked 7 or 7½ hours a day.

2.05. All large size silk factories covered in Amritsar were working 7½ or 8 hours a day. Among smaller factories, nearly 66 per cent. had 7½-hour day, 12.5 per cent. 8-hour day and in the rest the daily hours of work exceeded 8. In nearly 22 per cent. of smaller factories it was found that daily hours of work were 9½ or even more. The main reason for this situation was reported to be the scarcity of power. Since electricity was available for only 21 hours in a day the managements, it is reported, had divided workers into two groups—each working 10½-hour shift. In the records three shifts of 8 hours each were shown. In Mysore, all the factories had 8-hour day.

STATEMENT 4.02  
Daily Hours of Work in Silk Factories—1960-61.

Centre	No. of factories	Percentage of factories where daily hours of work for majority of workers were for					Percentage of factories where night shift hours were				
		Adults			Children		More than More than 6 and 7 and upto 7 upto 8				
		Less than 8	Equal to 8	More than 8	Upto 4½	More than 4½ but less than 8	Equal to 8	More than 6 and upto 7	More than 7 and upto 8	More than 8	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	
<b>1. Bombay City and its Suburbs</b>											
(a) Large factories	..	229	24.8	75.2	..	..	..	53.5	46.5	..	
(b) Small factories	..	57	11.8	88.2	..	..	..	84.6	15.4	..	
	..	172	29.2	70.8	..	..	..	36.4	63.6	..	
<b>2. Srinagar</b>											
(a) Large factories	..	14	100.0	..	..	100.0	..	..	..	..	
(b) Small factories	..	8	100.0	..	..	100.0	..	..	..	..	
	..	6	100.0	..	..	100.0	..	..	..	..	
<b>3. Amritsar</b>											
(a) Large factories	..	228	65.7	13.4	20.9	100.0	..	..	75.0	25.0	
(b) Small factories	..	10	66.7	33.3	..	..	..	..	100.0	..	
	..	218	65.6	12.5	21.9	100.0	..	..	74.1	25.9	
<b>4. Mysore</b>											
(a) Large factories	..	161	..	100.0	..	..	100.0	..	100.0	..	
(b) Small factories	..	13	..	100.0	..	..	..	..	100.0	..	
	..	148	..	100.0	..	..	100.0	..	100.0	..	
<b>5. Residual</b>											
(a) Large factories	..	719	36.8	62.5	0.7	100.0	..	8.4	90.1	1.5	
(b) Small factories	..	78	33.3	66.7	..	100.0	..	30.8	69.2	..	
	..	641	37.2	62.0	0.8	..	..	5.3	93.0	1.7	
<b>6. All-India</b>											
(a) Large factories	..	1,351	35.9	60.2	3.9	9.2	78.4	14.0	78.1	7.9	
(b) Small factories	..	166	28.5	71.5	..	28.0	71.1	52.1	47.9	..	
	..	1,185	36.9	58.6	4.5	..	81.9	7.7	83.1	9.2	

2.06. Practically all the factories in the country (97 per cent.) which worked night shift had a regular system of change over of shifts i.e., transferring workers from night shift to day shift and *vice-versa*. Such a system existed in all the factories in Bombay. With the exception of a few small undertakings, all others had such an arrangement in Amritsar. Thus the overall percentage of factories having a regular system of changeover of shifts was 97. In Mysore, all large silk factories had such a system but among smaller ones the percentage was only 50. The overall percentage for the centre was 65. In the Residual Group practically all the factories had a system of change over. Largely due to the influence of this group the all-India percentage of such establishments was higher (98 per cent.) in the case of smaller factories as compared to large establishments (95 per cent.). The usual practice in Bombay was to transfer workers from one shift to another after a month. In only about 4 per cent. of the establishments changeover was effected after a week. In large size factories in Amritsar the changeover was effected once in a fortnight but among smaller factories in nearly one-third of those covered had a system of weekly changeover and the rest effected the changeover once in a fortnight. Small size factories being predominant the overall position for this centre was roughly the same as for these factories. In Mysore, weekly changeover was the rule in all the factories. Whereas in the Residual Group the predominant system was to effect the change once in a month. Only in 13 per cent. the changeover took place after a week and in slightly more than 4 per cent. after a fortnight. The over-all percentage for the country as a whole was as follows: week 16, fortnight 18 and month 64, in 2 per cent. there was no system of changeover.

2.07. Some of the factories where night shift was being worked the workers had the benefit of shorter period of work without any corresponding reduction in pay. For instance, nearly 85 per cent. of large and 36 per cent. of small size factories of Bombay had night shifts of 7 hours or even less. In the Residual Group the percentage of such factories was 31 in the case of large and 5 in respect of small size factories. Thus in the country as a whole 14 per cent. of factories (52 per cent. of large and 8 per cent. of small) having night shift had fixed the hours of work between 6 and 7 per day. Besides reduced hours of work, some of the managements provided certain amenities, etc., to workers. It is estimated that 4 per cent. of the factories working night shift in Bombay City and its Suburbs, 68 per cent. in Mysore and 2 per cent. in the Residual Group provided free tea to night shift workers. Night shift allowance was being paid only in 2 per cent. of establishments in Bombay City and its Suburbs and less than one per cent. in the Residual Group. Thus in the country as a whole only 3 per cent. of factories working night shifts were providing free tea and less than one per cent. were paying night shift allowance to their employees.

2.08. At the time of visit of the field staff, all the factories in Srinagar, 8.3 per cent. of large size factories in Residual Group, 9.4 per cent. and 5.9 per cent. of smaller factories in Amritsar and Mysore respectively were found to be employing children. Of these all, except those in the Residual Group, required children to work the same

hours as adults. In the factories in the Residual Group the daily hours of work for children were  $4\frac{1}{2}$  per day.

2.09. Wherever contract labour was employed it was found that their daily hours of work did not exceed 8.

2.10. All the factories surveyed were granting rest intervals of at least half an hour to their workers. In some of the factories, however, timings were not fixed and the managements maintained that workers took rest by rotation. The duration of rest intervals for children, wherever they were employed, were the same as for adults except in the factories in the Residual Group. In this group those factories which had employed children had fixed  $4\frac{1}{2}$ -hour day for children with half an hour's rest interval.

2.11. The actual daily spread over varied depending upon the hours of work and the duration of rest interval. Except for some small size factories in Amritsar (22 per cent.) and Mysore (62 per cent.) and some large (8 per cent.) as well as small (28 per cent.) establishments in the Residual Group, where the spread-over ranged from 11 to 12, none others exceeded the statutory limit of  $10\frac{1}{2}$  hours. For children, wherever they were employed, the spread over was the same as for adults except in the factories in the Residual Group. Factories employing children in this group had fixed 5 hours as spread over for children.

2.12. Since all the factories had uniform hours of work for all the days of a week, and since all of them invariably allowed one weekly day of rest to their employees, the weekly hours were six times the daily hours in each factory. Except for some factories in Amritsar (6.3 per cent.), all of whom were small undertakings, and in the Residual Group (0.7 per cent.) where weekly hours were found to be 63 and 64 respectively, in no other establishment the hours exceeded the limit prescribed under the Factories Act i.e., 48 hours per week. The following Statement 4.03 shows the distribution of factories according to the duration of spread over and rest intervals and also the percentage of factories where hours of work were being observed.

2.13. In the matter of compliance with the provisions of the law concerning hours of work the position was found to be more or less satisfactory in the factories in the Residual Group where only 16 per cent. of the factories were found to be not observing the notified timings. Among various pockets of concentration, the standard of compliance was found to be the best in Bombay City and its Suburbs. In Srinagar, none of the factories surveyed were found to be strictly observing the timings. In this centre, in weaving factories, weavers, who were piece-rated, were found to be working even after the specified hours of work. In Mysore, it has been reported that, in smaller factories or in those areas where workers were not well organised, employers generally exercised their discretion in the matter of closing hours. During the course of the Survey it was noticed that in several small factories there was no clock, time-piece or other arrangement to indicate the closing time or the time of rest interval.

STATEMENT 4.03

*Distribution of Factories According to Duration of Spread over, Rest Intervals, etc. 1960-61*

Centre	Estimated No. of factories	Percentage of factories where							Timings were not being observe
		Spreadover for adult workers was			Rest interval for adult workers was				
		Less than 8 hours	(iii)	(iv)	More than 9 hours	(v)	Less than $\frac{1}{2}$ an hour	(vii)	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(ix)	(ix)	
<b>1. Bombay City and its Suburbs</b>									
(a) Large factories	229	..	96.9	3.1	..	96.9	3.1	18.4	
(b) Small factories	57	..	100.0	..	..	100.0	..	23.5	
	172	..	95.8	4.2	..	95.8	4.2	16.7	
<b>2. Srinagar</b>									
(a) Large factories	14	19.1	80.9	..	..	100.0	..	100.0	
(b) Small factories	8	33.3	66.7	..	..	100.0	..	100.0	
	6	..	100.0	..	..	100.0	..	100.0	
<b>3. Amritsar</b>									
(a) Large factories	228	..	79.1	20.9	..	100.0	..	74.6	
(b) Small factories	10	..	100.0	..	..	100.0	..	66.7	
	218	..	78.1	21.9	..	100.0	..	75.0	
<b>4. Mysore</b>									
(a) Large factories	161	..	43.2	56.8	..	45.9	54.1	58.8	
(b) Small factories	13	..	100.0	..	..	100.0	..	25.0	
	148	..	38.2	61.8	..	41.2	58.8	61.8	
<b>5. Residual</b>									
(a) Large factories	719	1.2	72.8	26.0	1.2	73.6	25.2	16.1	
(b) Small factories	78	4.2	87.5	8.3	4.2	87.5	8.3	12.5	
	641	0.8	71.1	28.1	0.8	71.9	27.3	16.5	
<b>6. All India</b>									
(a) Large factories	1,351	0.8	74.5	24.7	0.6	79.0	20.4	32.3	
(b) Small factories	166	3.6	92.5	3.9	2.0	94.1	3.9	24.8	
	1,185	0.5	72.0	27.5	0.5	76.8	22.7	33.4	

### 3. *Dust and Fumes—*

3.01. From the point of view of dust and fumes, Silk Industry can be deemed to be one of the clean industries. Unlike cotton mills, there is no such process as blowing in silk factories, which may create dust nuisance. Consequently, the main departments of silk factories in all the centres were found to be more or less free from dust arising out of manufacturing processes. In one factory each in Amritsar and the Residual Group, however, it was found that certain amount of dust was being given off in such processes as Raising in the Finishing Department or milling of Acetone flakes. Considering them in the all-India context the proportion of such factories was almost insignificant (1.4 per cent.). In both the factories the processes were isolated. In the establishment where Acetone flakes were being milled, the managements had provided masks to workers, but the general house-keeping left much to be desired.

3.02. In the factories engaged in Throwing, Twisting and Weaving, there was no problem of fumes. But wherever dyeing, bleaching and printing processes were also being done, presence of fumes was noticed. This was due to the use of chemicals in these processes and the fumes were generally due to the inter-action of chemicals. Such factories were found to be only in Bombay City and its Suburbs, Amritsar and the Residual Group and all of them were large in size. In Bombay the only measure taken by a third of such factories was isolation of the processes and installation of exhausts for removing fumes. All the concerned factories in Amritsar had isolated the processes but only half of them had installed general exhaust for removal of fumes. In the Residual Group, though all had provided local or general exhaust and had isolated the processes, only 2 out of the 3 had provided masks to workers.

### 4. *Lighting, Ventilation, etc.—*

4.01. Lighting arrangements in almost all the factories surveyed were found to be either good or satisfactory. Most of the factories had installed fluorescent tubes. However, in the matter of ventilation the position was not as good. Since many of the factories were located in buildings primarily meant for residential purposes ventilation arrangements left much to be desired. It was noticed that the managements generally kept the windows closed to ensure that silk or zari threads were not passed out by workers. Most of the factories in Amritsar were found to be overcrowded. In Mysore also overcrowding was noticed in roughly one out of every five factories visited. Usually four looms were found to be installed in each room and if after that some space was left, some twisting or doubling machine was also installed. The result was that hardly any room was left for free movement of workers. Work-rooms, etc., in most of the factories were found to be clean.

### 5. *Seats for Workers—*

5.01. Under Section 44 of the Factories Act, 1948 it is necessary for managements to provide suitable arrangements for sitting for all such workers who are obliged to work in a standing position so that they may take advantage of any opportunities for rest which may

occur in the course of work. Since almost all operations in the industry are being performed by workers while standing the above provision of the law assumes added importance. In the course of the Survey it was found that only 6.6 per cent. of factories in the country had provided seats for such workers. Among individual centres the percentage of factories providing seats was highest in Srinagar (59). This is probably due to the fact that most of the factories in this centre are mainly weaving establishments using handlooms where weavers have to be provided seats. In Bombay City and its Suburbs, only 12.3 per cent. of the factories had provided seats. None of the units in Amritsar and only 14.5 per cent. in Mysore had made such arrangements. The percentage of factories which had made arrangements for sitting for workers obliged to work in a standing position in the Residual Group was as low as 4.2.

5.02. The main argument, most frequently put forward by the managements for not providing seats, was that the work performed by the workers concerned was of such a nature that it was not possible for them to be away from the machine even for a minute without affecting production. A few held the view that if seats were provided workers would tend to be lazy and slack. Some of the employers pleaded complete ignorance of the provisions of the law and quite a fair number took shelter behind the plea that no body ever asked them to provide seats. Since, most of the silk factories in the main centres e.g., Bombay City, Bangalore, Surat, Srinagar were in rented premises, built usually for residential purposes, there could be no proper lay out of machines and every available space was used for installing machines. Under these circumstances some of the employers expressed their helplessness in the matter and said that they were willing to provide seats but there was no space. Evidently, not as much attention has been paid to this amenity as it deserves. There are quite a few operations e.g., pirn winding, reeling which, *prima facie*, can be done sitting but there has not been much realisation of the gain in efficiency which can result from reduction of fatigue.

## 6. Conservancy—

6.01. In the matter of such basic amenity as latrines the position was found to be fairly satisfactory as nearly 86 per cent. of the factories had made the arrangements. As between different centres, however, there was considerable variation. On the one end was Srinagar where such arrangements were found to be existing in all the factories, while on the other was Amritsar where the percentage was as low as 78. The following Statement 4.04 contains details relating to such matters as the type of arrangements, etc., in various centres.

6.02. From the point of view of the type arrangement it would be seen from the Statement 4.04 that the conditions were much better in Bombay City and its Suburbs and Mysore where nearly 70 per cent. of the factories had water borne lavatories. In Srinagar and Amritsar on the other hand almost all factories had only dry type of lavatories with or without pans. In the Residual Group more than half of the factories had old type of lavatories and the rest had water borne sewers or septic tanks.

STATEMENT 4.04

Conservancy Arrangements in Silk Factories

Centre	No. of factories	Percentage of Factories									
		Providing		Where latrines were of				Providing		Where latrines were properly screened	Employ- ing women and having separate arrange- ments for them
		Latrines	Urinals	Water borne		Dry type		water taps			
				Sewers	Septic tanks	Bore hole	Pan types		Other types		
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)
1. Bombay City and its Suburbs	229	92.3	29.9	44.8	23.1	..	32.1	..	57.7	100.0	37.6
2. Srinagar	14	100.0	19.1	..	..	..	38.1	61.9	40.5	59.5	19.1
3. Amritsar	228	77.6	59.7	3.9	..	..	46.1	50.0	19.2	71.2	13.4
4. Mysore	161	97.3	10.1	57.6	13.2	16.0	13.2	..	78.5	76.4	47.2
5. Residual	719	83.3	55.9	32.5	14.2	3.2	48.3	1.8	67.6	94.7	28.1
6. All India	1,351	85.7	46.3	33.4	13.3*	3.8	40.2	9.3	59.6	89.2	30.1

\* In this percentage there are some units which are not included in the total.

\* In this percentage there are some units where the latrines are of dry type pan.



6.03. The Factories Act requires that wherever women are also employed separate arrangements should be made for them but the Survey shows that of the factories employing women only between 13 and 47 per cent. in different centres had made such arrangements. The law also makes it obligatory for the employer to screen the latrines to provide privacy and to make suitable arrangements for water near the lavatory. In regard to screening the arrangement was found to be more or less satisfactory in almost all the centres except Srinagar but so far as water arrangement is concerned the position was not so good. The worst centre from this point of view was Amritsar where only 19 per cent. of the factories had provided water taps near lavatories.

6.04. The proportion of factories providing urinals was, however, found to be lower in all the strata except Residual. The percentage of such factories in different centre was : Bombay City and its Suburbs 30, Srinagar 19, Amritsar 60, Mysore 10 and Residual 56. Though the Factories Act specifically says that separate enclosed accommodation should be provided for men and women workers, rules framed by the Governments of Madras and Punjab alone lay down the scales of accommodation to be provided for women workers. The rest of the State rules deal only with the arrangements to be made for male workers. It was found that among the factories providing urinals the percentage of those having separate arrangements for women was Mysore 73, Bombay City and its Suburbs 30, Residual Group 20, Amritsar 7 and Srinagar zero. Thus in the country as a whole only about 20 per cent. of the factories had provided separate facilities for women workers.

6.05. Generally speaking the number of seats of latrines and urinals provided by the factories were adequate but their construction in many centres left much to be desired. In approximately 40 per cent. of factories in Srinagar latrines were found to be temporary structures and in 78 per cent. the walls of latrines were found to be neither plastered nor tarred. In Amritsar, in nearly 10 per cent. of the factories latrines and urinals were found to be temporary structures and in roughly 40 per cent. the walls were neither plastered nor tarred. In other centres roughly 90 per cent. or more of the factories had permanently built lavatories, etc., with walls either covered with proper plaster or tarred and having impervious surface.

6.06. As regards cleanliness, the standard varied considerably. The percentage of factories where sanitary condition was found to be unsatisfactory was as follows: Srinagar 81, Bombay City and its Suburbs 48, Amritsar 46, Residual Group 20, and Mysore 15. In some of the centres it was found that a common set of latrines and urinals was provided for a number of factories located in the same compound and the management of each factory pointed to that set when questioned about conservancy arrangements. As has already been mentioned earlier, in a number of places silk factories were located in residential buildings. As a result of breaking up of larger factories into smaller units with a view to escaping excise duty, specially in such centres as Bangalore and Surat, it was quite usual to find as many factories in a building as it had rooms and all the factories shared one or two sets of lavatories which existed in the building.

### 7. Leave and Holidays with Pay—

7.01. Though the law requires employers to grant only annual leave (earned leave) with pay to their employees yet either by convention or as a result of agreements or adjudication awards the system of granting other types of leave and holidays has now come into vogue in a fairly large number of silk factories in the country. The following Statement shows the percentage of factories granting various types of leave and holidays with pay:

#### STATEMENT 4.05

#### Percentage of Silk Factories Granting Various Types of Leave with Pay 1960-61.

Centre	No. of Factories	Percentage of factories granting			
		Earned Leave ( <i>i.e.</i> , Annual Leave)	Casual Leave	Sick Leave	Festival Holidays
(i)	(ii)	(iii)	(iv)	(v)	(vi)
1. <i>Bombay City and its Suburbs</i>	229	100.0	17.8	3.1	78.1
(a) Large factories ..	57	100.0	58.8	..	100.0
(b) Small factories ..	172	100.0	4.2	4.2	70.8
2. <i>Srinagar</i> .. ..	14	..	100.0	38.1	100.0
(a) Large factories ..	8	..	100.0	66.7	100.0
(b) Small factories ..	6	..	100.0	..	100.0
3. <i>Amritsar</i> .. ..	228	49.2	46.3	4.5	91.0
(a) Large factories ..	10	100.0	33.3	33.3	100.0
(b) Small factories ..	218	46.9	46.9	3.1	90.6
4. <i>Mysore</i> .. ..	161	38.5	2.0	2.0	54.7
(a) Large factories ..	13	75.0	25.0	25.0	75.0
(b) Small factories ..	148	35.3	..	..	52.9
5. <i>Residual</i> .. ..	719	76.3	5.7	3.0	40.7
(a) Large factories ..	78	91.7	45.8	20.8	83.3
(b) Small factories ..	641	74.4	0.8	0.8	35.5
6. <i>All India</i> .. ..	1,351	70.4	15.1	3.5	57.8
(a) Large factories ..	166	89.3	50.5	17.0	90.2
(b) Small factories ..	1,185	67.8	10.2	1.6	53.3

7.02. *Earned Leave*—At the time the Labour Investigation Committee conducted its survey there was no statutory obligation on employers to grant any leave with pay and the Committee had found that among the units surveyed by it none in Bombay, Mysore (*i.e.*, Kollegal District) granted any leave with pay. In regard to other centres there is no mention in the Report about the practice prevailing at that time. But it is assumed that probably none of the factories were giving such benefits to their employees. Since then law has made it obligatory on the part of employers to grant earned

leave and it would be seen from Statement 4.05 that in nearly 70 per cent. of the factories in the country workers were enjoying the benefit of the law. The reason for this low percentage seems to be that either the workers in some of the areas were not aware of this statutory benefit or were not able to press for it in the absence of any organisation. Usually the concerned employers pleaded ignorance of the law. None of the factories in Srinagar were found to be granting earned leave to their employees. This is probably due to the fact that though the Jammu and Kashmir Factories Act was passed in 1957 no rules had been framed by the State Government till the time of the Survey i.e., 1960. Among other centres where the standard of compliance was found to be very poor were Mysore and Amritsar. In these centres only about 38 and 49 per cent. of the factories respectively were found to be granting earned leave. Compared to larger factories the default was more among smaller establishments in all the centres except Bombay.

7.03. The primary purpose of paid annual vacations is to provide opportunity to workers to have certain periods for rest and recuperation. But it was found that in some of the centres this purpose was being defeated as workers were being paid wages *in lieu* of leave due to them at the end of the year. Such a practice was found to be prevalent among 16 per cent. of the factories in Bombay, 40 per cent. in Amritsar, 18 per cent. in Mysore and 16 per cent. in the Residual Group. Generally all the factories concerned were small in size. It is estimated that in the country as a whole such a practice was prevalent among 20 per cent. of the factories.

7.04. In regard to period of leave, qualifying conditions and rate of payment, the managements generally followed the provisions of the Factories Act. In a small percentage of factories Clerical and Supervisory staff enjoyed better benefits. They usually were entitled to 26 to 30 days leave in a year with normal pay.

7.05. With a view to obtaining a picture of the extent to which workers were actually enjoying the benefits of annual leave statistics were collected about the number of workers who availed of earned leave during 1959. The following Statement 4.06 shows the estimated average daily number of workers employed in Silk factories, the number of workers who enjoyed leave and their distribution according to the number of days availed.

7.06. It is evident from the figures given above that 55 per cent. of the workers in the industry enjoyed earned leave with pay during 1959. The percentage of such workers varied considerably and ranged from zero in Srinagar to 68 in Bombay City and its Suburbs. The managements attributed the low percentage to the instability of the labour force as a result of which not many workers qualified for leave.

7.07. Of those who availed of leave, the largest concentration (53 per cent.) was in the group "11 to 15" days in the industry as a whole. The other two groups in the order were "16 to 20 days" (15 per cent.), "6 to 10 days" (11 per cent.) and "26 to 30 days" (9.5 per cent.). More or less the same was the position in the various centres.

**STATEMENT 4.06**  
**Proportion of Workers Granted Earned Leave with Pay During 1959**

Centre	Estimated average daily No. of workers employed in 1959	Estimated No. of workers who enjoyed leave in 1959	Percentage of workers who enjoyed leave to the total employed	Distribution of workers who enjoyed leave by period of leave enjoyed (Per cent)						
				Upto 5 days	6 to 10 days	11 to 15 days	16 to 20 days	21 to 25 days	26 to 30 days	Over 30 days
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)
<b>1. Bombay City and its Suburbs:</b>										
(a) Large factories ..	24,057	16,442	68.4	4.6	7.1	57.8	7.1	3.1	15.9	4.4
(b) Small factories ..	18,299	13,047	71.3	4.2	5.3	60.5	5.6	2.9	18.2	3.3
	5,758	3,395	59.0	5.9	14.3	47.3	12.9	3.9	6.9	8.8
<b>2. Srinagar:</b>										
(a) Large factories ..	2,027	..	..	..	..	..	..	..	..	..
(b) Small factories ..	1,854	..	..	..	..	..	..	..	..	..
	173	..	..	..	..	..	..	..	..	..
<b>3. Amritsar:</b>										
(a) Large factories ..	6,087	1,269	20.9	12.9	13.8	40.0	13.4	9.5	8.4	2.0
(b) Small factories ..	2,842	1,121	39.4	5.8	13.7	44.0	14.5	10.8	9.5	1.7
	3,245	148	4.6	66.7	14.3	9.5	4.8	..	..	4.7
<b>4. Mysore:</b>										
(a) Large factories ..	7,968	3,510	44.1	7.2	21.1	38.7	10.9	6.6	8.1	7.4
(b) Small factories ..	2,862	1,881	65.7	13.1	27.7	37.1	16.6	4.0	1.0	0.5
	5,106	1,629	31.9	6.3	13.4	40.7	4.3	9.6	16.3	15.4
<b>5. Residual:</b>										
(a) Large factories ..	27,926	16,265	58.2	5.7	11.9	51.8	23.4	2.8	3.5	0.9
(b) Small factories ..	17,070	11,910	69.8	5.5	12.5	44.3	30.3	3.1	3.2	1.1
	10,856	4,355	40.1	6.3	10.2	72.5	4.5	1.7	4.4	0.4
<b>6. All India:</b>										
(a) Large factories ..	68,065	37,486	55.1	5.6	10.7	52.8	14.8	3.5	9.5	3.1
(b) Small factories ..	42,927	27,959	65.1	5.4	10.2	51.4	17.2	3.4	10.3	2.1
	25,138	9,527	37.9	6.1	12.3	57.1	7.5	3.8	7.2	6.0

7.08. *Casual Leave*—The system of granting casual leave with pay was prevalent in about 15 per cent. of silk factories but in only about 1 per cent. the benefit was enjoyed by all employees. In the rest such categories of workers as supervisors, technical hands and clerks were entitled to it. The managements of nearly 11 per cent. of the factories stated that they had no fixed rules regarding qualifying conditions, duration of leave and rate of payment. They used their discretion and treated each individual case on its merits. The position in different centres was as follows:—

(a) *Bombay City and its Suburbs*—The standing orders, as approved by the Industrial Court, Bombay in February 1959, provide for the grant of 10 days' casual leave in a calendar year to all manual operatives of silk mills in the city. But they do not provide for grant of pay for the leave days. Consequently, the proportion of factories granting such leave with pay to manual employees was found to be almost negligible (1.5 per cent.). In regard to clerical, technical and supervisory staff, such of the member mills of the Silk and Art Silk Mills' Association as are situated in the Greater Bombay are under an obligation to grant 5 days' casual leave without pay in a calendar year under an award dated July 1959 of the Industrial Court, Bombay. However, it was found that nearly 18 per cent. of the factories were granting casual leave with pay to at least clerical staff if not all the above mentioned types of employees.

Of the large size factories granting casual leave with pay only 10 per cent. extended the benefit to permanent production workers and the rest granted such leave usually to clerical as well as supervisory staff. Sixty per cent. of such factories allowed 5 days, 30 per cent. between 7 and 10 days and 10 per cent. 15 days' leave in a year. In all cases employees were being paid their normal basic wages and dearness allowance for the leave days. In small size factories casual leave with pay was being granted to the managerial, supervisory and watch and ward staff at the discretion of the employer and normal emoluments were being paid for such days of leave.

(b) *Srinagar*—Only in one out of the three large size units surveyed, all categories of employees, who were permanent, were entitled to 15 days' casual leave in a year. In the rest of the factories, large as well as small, the benefit was confined to only salaried staff and neither the qualifying conditions nor the number of days were fixed. Everything was at the discretion of the managements. During the period of leave employees were paid their normal emoluments.

(c) *Amritsar*—Among large size factories only one of the three units covered in the course of the Survey was granting seven days' casual leave in a year to all workers. Of those smaller factories which granted casual leave 6.6 per cent. allowed 6 days leave on full pay to all permanent workers after one year's service. In the remaining factories the privilege was enjoyed only by such categories of employees as salaried or monthly rated staff, *Mistries* or *Watchmen*. The managements had neither specified the qualifying conditions nor the number of days of leave which could be taken. Obviously all these were matters in which discretion was used by employers.

In regard to payment, it was stated by employers that workers were paid full rate for the leave days.

(d) *Mysore*—The system of granting casual leave was found to be prevalent in one factory in Mysore. In this factory all monthly paid staff members were entitled to 7 days' casual leave at normal rate of pay and dearness allowance in a year.

(e) *Residual Group*—In the Residual Group 12.5 per cent. of the large size factories granted casual leave with normal pay to all their employees and 33.3 per cent. gave this facility to only a limited category of employees e.g., clerical, supervisory and technical staff. Of the factories granting leave nearly 27 per cent. allowed 5 days, 46 per cent. over 5 and up to 10 days, 18 per cent. more than 10 and up to 15 days' leave in a year. The remaining (i.e., 9 per cent.) allowed 10 days to some and 4 days to others. In smaller factories the benefit was confined only to monthly paid staff or clerks. The management used their discretion in matters of eligibility requirements and number of days in all except one factory (83 per cent.), where clerical staff who had completed 2 months' continuous service were entitled to 10 days' casual leave in a year. The payment was at normal rates of pay.

7.09. *Sick Leave*—The system of granting sick leave with pay was found to be in vogue in 3.5 per cent. of silk factories in the country. Except for Bombay City and its Suburbs, it was found that in all other centres the practice of granting such leave was prevailing more among large establishments than smaller ones.

(a) *Bombay City and its Suburbs*—In Bombay City and its Suburbs management of only one small size factory stated that manager, supervisors and watch and ward staff were allowed sick leave on normal pay. No rules had been prescribed in regard to qualifying conditions or leave days.

(b) *Srinagar*—Two out of the three large size factories surveyed in Srinagar were found to be granting sick leave on normal pay to some of their employees. In one of these, monthly rated employees were allowed 9 days' sick leave; in the other, the benefit was confined to an accountant, a clerk, watch and ward staff and *Mistries*. The number of days of sick leave were not fixed. In both factories no qualifying conditions had been prescribed.

(c) *Amritsar*—Only one of the three large factories surveyed was found to be allowing 7 days' sick leave to all their permanent workers on production of medical certificate of the Employees' State Insurance doctors. Since the employees were covered under the Employees' State Insurance Scheme and were entitled to medical benefit under the Scheme, the management was paying only the difference between the full pay of workers and the benefit they received under the Scheme. Among small size factories, slightly over 3 per cent. granted sick leave to all permanent workers at the rate of one day after over 2 months' service. As regards payment, monthly rated were paid their normal rates of pay while piece-rated workers were paid on the basis of their average earnings.

(d) *Mysore*—In Mysore, only one of the four large size factories surveyed had the system of granting sick leave. This factory was a State Government undertaking and therefore clerical and supervisory staff were governed by the State Civil Service Rules. But in the case of production workers the arrangement was to allow leave with normal wages and dearness allowance to the extent of 10 days in a year to those who completed 240 days' service.

(e) *Residual Group*—Approximately 21 per cent. of the large size factories and less than 1 per cent. of small size factories in the Residual Group allowed sick leave with pay to their employees. Thus, the overall percentage of factories giving this benefit was 3. Among large size factories granting sick leave, 20 per cent. gave the benefit to all such employees who were on roll on 1st October 1955, while the rest reserved this privilege for technical, supervisory and clerical staff. The eligibility requirements varied from nil to 5 years' continuous service. As regards duration, 40 per cent. of such factories allowed 10 days in a year, 10 per cent. thirty days and another 10 per cent. thirty days for every 5 years' service. In the remaining the period of leave was at the discretion of the management but the total was not to exceed 3 months. Eighty per cent. of the factories granting leave paid normal pay to persons on leave while the rest paid only half the normal basic pay and dearness allowance. The smaller factories granting leave had extended the benefit to all those employees who completed one year's service. Full basic wages and dearness allowance was being paid to employees while on sick leave but the period was limited to 5 days in a year.

7.10. *National and Festival Holidays*—The system of granting national and/or festival holidays was found to be widespread throughout the country. The percentage of factories granting such holidays ranged from 41 in the Residual Group to 100 in Srinagar. The overall figure for the country as a whole was 58. The following Statement 4.07 shows the details for each centre as also the distribution of factories according to the number of days allowed in a year.

7.11. In Bombay and Mysore the usual practice was to grant two national or festival holidays in a year. While in Srinagar the number of days ranged from 1 to 6 in a year. The number of days allowed as holidays in Amritsar generally varied from 2 to 4 and in the Residual Group normally 2 or 3 festival or national holidays were being granted to employees. Only some of the managements insisted on the presence of workers on the day preceding or following the holiday before they could be considered entitled for pay for the holiday.

7.12. *Weekly Off Days*—All the factories throughout the country were complying with the provisions of the law in regard to grant of weekly off to their employees. Since the law does not provide for payment for such off days, except for 10 per cent. of the factories in Amritsar and 2 per cent. in the Residual Group, none others made payments for weekly days of rest to all their employees. Except for these, in all other factories only monthly rated employees enjoyed such off days with pay.

## STATEMENT 4.07

## National and Festival Holidays with Pay Allowed in Silk Factories 1960-61

Centre	No. of factories	Percent: ge of factories granting festival and national holidays	Percentage of factories where the No. of days allowed in a year was				
			Up to 5 days	Over 5 but upto 10 days	Over 10 but upto 15 days	15 days and over	Not fixed
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
<b>1. Bombay City and its Suburbs:</b>							
(a) Large factories ..	229	78.1	100.0	..	..	..	..
(b) Small factories ..	57	100.0	100.0	..	..	..	..
(b) Small factories ..	172	70.8	100.0	..	..	..	..
<b>2. Srinagar:</b>							
(a) Large factories ..	14	100.0	19.0	61.9	..	..	19.1
(b) Small factories ..	8	100.0	33.3	33.4	..	..	33.3
(b) Small factories ..	6	100.0	..	100.0	..	..	..
<b>3. Amritsar:</b>							
(a) Large factories ..	228	91.0	60.7	39.3	..	..	..
(b) Small factories ..	10	100.0	33.3	66.7	..	..	..
(b) Small factories ..	218	90.6	62.1	37.9	..	..	..
<b>4. Mysore:</b>							
(a) Large factories ..	161	54.7	95.1	..	4.9	..	..
(b) Small factories ..	13	75.0	100.0	..	..	..	..
(b) Small factories ..	148	52.9	94.4	..	5.6	..	..
<b>5. Residual:</b>							
(a) Large factories ..	719	40.7	95.6	3.3	1.1	..	..
(b) Small factories ..	78	83.3	80.0	15.0	5.0	..	..
(b) Small factories ..	641	35.5	100.0	..	..	..	..
<b>6. All India:</b>							
(a) Large factories ..	1,351	57.8	85.9	12.8	1.0	..	0.3
(b) Small factories ..	166	90.2	83.3	12.7	2.2	..	1.8
(b) Small factories ..	1,185	53.3	86.5	12.8	0.7	..	..



## CHAPTER V

### WELFARE AND AMENITIES

1.01. Welfare activities undertaken by employers and various amenities provided to workers all under two categories: (a) obligatory, i.e., those prescribed under the Factories Act, and (b) voluntary, i.e., those which are not statutory but are being provided by employers as a moral obligation or in a spirit of benevolence. In the course of the present Survey an attempt was made to collect data in respect of both the types and the information collected is given in the following paragraphs.

#### (a) OBLIGATORY

##### 2. *Drinking Water Facilities—*

2.01 With the exception of small size factories in Amritsar, Mysore and the Residual Group all other establishments surveyed had provided drinking water facilities to their employees. Details relating to the percentage of factories providing the facility and the type of arrangements made, etc., are given in the following Statement 5.01.

2.02. Barring Amritsar in all the centres the predominant arrangement for drinking water in the factories was earthen pitchers, buckets or drums. Nearly 10 per cent. of the factories in Bombay City and its Suburbs and only a small fraction of those in the Residual Group alone had installed mechanical coolers for the supply of refrigerated or cooled water. In Amritsar, tube wells or wells were the main source of water supply. Generally the managements had installed hand pumps which were used by workers for drinking water, washing, etc. Managements of roughly 74 per cent. of the factories in the country stated that they made some arrangements for the supply of cool drinking water during summer months. Except for some factories in Bombay City and its Suburbs and in the Residual Group, which had mechanical coolers, elsewhere they were generally in the shape of earthen pitchers.

**STATEMENT 5.01**  
**Drinking Water Facilities in Silk Factories 1960-61**

Centre	N. of factories	Percentage of units where drinking water facilities existed	Percentage of factories where water supply arrangement was found to be					Percentage of factories having arrangements for cool water in summer	
			Refrigerated water	Earthen pitchers only	Earthen pitchers, and buckets, drums, etc.	Tube Wells, or wells	Only taps	No specific arrangements	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
<b>Bombay City and its Suburbs:</b>									
(a) Large factories	229	100.0	10.2	55.9	27.6	..	6.3	..	87.5
(b) Small factories	57	100.0	41.2	23.5	35.3	..	..	..	100.0
	172	100.0	..	66.7	25.0	..	8.3	..	83.3
<b>Srinagar:</b>									
(a) Large factories	14	100.0	..	..	61.9	..	38.1	..	61.9
(b) Small factories	8	100.0	..	..	33.3	..	66.7	..	33.3
	6	100.0	..	..	100.0	..	..	..	100.0
<b>Amritsar:</b>									
(a) Large factories	228	94.9	..	12.7	6.4	69.8	11.1	..	47.8
(b) Small factories	10	100.0	..	..	..	66.7	33.3	..	66.7
	218	93.8	..	13.3	6.7	70.0	10.0	..	46.9
<b>Mysore:</b>									
(a) Large factories	161	91.9	..	5.1	38.3	11.8	36.0	8.8	26.4
(b) Small factories	13	100.0	..	25.0	..	..	75.0	..	25.0
	148	91.2	..	3.2	41.9	12.9	32.3	9.7	26.5
<b>Residual:</b>									
(a) Large factories	719	97.8	0.5	56.2	28.6	5.7	8.3	0.7	88.0
(b) Small factories	78	100.0	4.2	37.5	33.3	4.2	20.8	..	91.7
	641	97.5	..	58.5	28.0	5.9	6.8	0.8	87.6
<b>All India:</b>									
(a) Large factories	1,351	96.9	2.0	42.6	26.2	15.9	11.9	1.4	73.5
(b) Small factories	166	100.0	16.1	27.6	29.4	6.0	20.9	..	85.0
	1,185	96.4	..	44.8	25.7	17.3	10.6	1.6	71.9

### 3. *Washing and Bathing Facilities—*

3.01. As mentioned earlier, silk industry is a fairly clean industry hence washing facilities do not have that importance in this industry as in certain others. Nevertheless, nearly 76 per cent. of the factories in the country had made some arrangement or the other for washing purposes. The percentage of factories where washing facilities existed were as follows: Bombay 83, Srinagar 100, Amritsar 61, Mysore 89 and Residual 75. In majority of the cases taps on stand pipes were provided for this purpose. In the country as a whole 37 per cent. of the factories provided means of cleaning (e.g., soap, etc.) to workers. The percentage of such factories in different centres was 28 in Bombay, 81 in Srinagar, 90 in Amritsar, 35 in Mysore and 25 in the Residual Group. Of such factories, 91 per cent. provided only soap, while others supplied soap as well as other materials in the country as a whole. In Mysore and Srinagar all the factories were supplying only soap. Among those factories which supplied means of cleaning in other centres 67 per cent. in Bombay City and its Suburbs, 95 per cent. in Amritsar and 94 per cent. in the Residual Group were supplying only soap and the rest soap as well as such other items as cut-pieces of cloth and in exceptional cases, towels.

3.02. The law requires factories employing women to provide separate washing facilities for them. The Survey results show that such an arrangement had been made by all the factories only in Srinagar. In other centres the percentage of factories employing women and providing separate facilities for them was as follows: Bombay City and its Suburbs 23, Amritsar nil, Mysore 7 and the Residual Group 17. In the country as a whole the percentage of such factories was only 15.

3.03. The manufacturing processes in the industry being clean there is generally not much need for bathing facilities. Nevertheless, nearly 8 per cent. of the factories in Bombay, 6 per cent. in Amritsar and 5 per cent. in the Residual Group had provided bathing facilities to their employees. The overall percentage of factories having such arrangements was 6. In all the factories bathing places were found to be clean and satisfactory. Only about 0.5 per cent. of the factories in the country had provided locker facilities and all of them were in the Residual Group.

### 4. *Canteens—*

4.01. Under the Factories Act it is not obligatory for every factory to provide canteens. Such an obligation has been imposed only on those which usually employ over 250 workers and have been specified by the State Government. It is estimated that during 1960-61 the percentage of such silk factories in the country which employed more than 250 workers was only a little over 4. The Survey results show that roughly 8 out of every 10 factories in the country, which were under a statutory obligation to provide a canteen had done so. Among individual centres all such factories in Srinagar, Amritsar and Mysore had canteens; but in Bombay City and its

Suburbs and the Residual Group the percentage was 71 and 86 respectively. The details in respect of each centre are given below.

**STATEMENT 5.02**  
*Proportion of Silk Factories Having Canteens 1960-61*

Centre	No. of fac- tories	Estimated percentage of Factories			
		Employing more than 250 workers	Employing more than 250 work- ers and having canteens	Employing 250 or less wor- kers but having canteens	Having canteens whether under obligation or not
(i)	(ii)	(iii)	(iv)	(v)	(vi)
Bombay City and its Suburbs	229	10.3	71.4 (7.4)	2.9	10.3
Srinagar .. ..	14	19.1	100.0 (19.1)	..	19.1
Amritsar .. ..	228	2.9	100.0 (2.9)	3.0	5.9
Mysore .. ..	161	2.0	100.0 (2.0)	2.0	4.0
Residual .. ..	719	3.2	85.7 (2.7)	4.3	7.0
All India .. ..	1,351	4.4	83.1 (3.7)	3.5	7.2

NOTE.—Figures in col. (iii) and those in brackets in col. (iv) are percentages to total in col. (ii); and those in col. (iv) are percentages to total in col. (iii).

4.02. In the country as a whole 65 per cent. of the canteens were being run by contractors, 21 per cent. directly by managements, 3 per cent. jointly by managements and workers, about 7 per cent. by workers' cooperatives and the rest directly by workers. Arrangements for meals existed in 43 per cent. of the canteens and the rest sold only tea and/or coffee and some snacks. The usual practice was to charge market price for the items sold. In only 28 per cent. of the canteens the sale price was fixed on a no-profit no-loss basis and in 3 per cent. the items were sold at subsidised rates. The following Statement 5.03 gives details in respect of the types of agency for running canteens, items sold and prices charged in various centres.

4.03. It is estimated that only about 14 per cent. of the canteens had Canteen Managing Committees. No such committees existed in Srinagar or Amritsar. In other centres the percentage of canteens where these committees existed was: Bombay 14, Mysore 50 and Residual 13. Except for Srinagar, wherever canteens were run by contractors, the prices were also fixed by them. Elsewhere (including Srinagar) the prices were either fixed by the managements or the Canteen Managing Committees. Only in Srinagar and Mysore canteens were found to be not very popular. In other centres it is reported that 50 per cent. or more of the workers used canteens. In Srinagar,

**STATEMENT 5.03**  
**Agency for Running and Articles Sold in Canteens**

Centre	Percentage of Canteens									
	Which were run by				Which sold			Where articles were sold at		
	Manage-ments	Contra-ctors	Jointly by workers and manage-ments	Workers coopera-tives	By workers	Only tea, coffee and snacks	Meals also	Subsidi- sed rates	No-profit No-loss	Market rates
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)
Bombay City and its Suburbs	..	14.3	85.7	..	..	57.1	42.9	14.3	..	85.7
Srinagar	..	..	100.0	..	..	..	100.0	..	..	100.0
Amritsar	..	..	75.3	..	24.7	24.7	75.3	..	24.7	75.3
Mysore	..	50.0	50.0	..	..	50.0	50.0	..	50.0	50.0
Residual	..	27.5	53.2	6.4	12.9	70.2	29.8	..	40.3	59.7
All India	..	21.1	65.3	3.4	6.7	57.4	42.6	3.5	27.9	68.6

it was found that, most of the workers brought food with them and did not eat in canteens. In Mysore, the reasons for smaller number of workers visiting canteens was stated to be that women formed a fair proportion of the labour force and they preferred to eat food brought from home and did not like to go to canteens. Only 50 per cent. of canteens in Mysore and 14 per cent. in Bombay did not have drinking water facilities inside the canteens.

### 5. Rest Shelters—

5.01. Provision of rest shelters is obligatory for those factories alone which ordinarily employ more than 150 workers. The percentage of such silk factories in the country was roughly 6. Of these factories, slightly more than one-third had provided rest shelters. More than one-third of the factories not providing rest shelters pleaded shortage of space as the main reason for their inability to comply with the provisions of the law in this matter and almost an equal number argued that other places such as *verandahs* or shades of trees in the compound were being used by workers for taking rest and hence they had not provided rest shelters. Managements of slightly over 22 per cent. of the factories argued that neither the workers nor the Factory Inspectorate pressed them for making any such arrangement and hence they had not done so. In the remaining 6 per cent. of the factories rest shelters were under construction at the time of the Survey. Detailed information in respect of each centre is given in the following Statement.

#### STATEMENT 5.04

#### *Rest Shelters in the Silk Factories 1960-61*

Centre	No. of factories	Percentage of factories under statutory obligation		Per cent. distribution of factories according to reasons given for not providing rest shelters			
		To provide rest shelters	To provide rest shelters and providing them	Lack of space	Under construction	Other places being used	Not pressed by workers or inspectors
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
Bombay City and its Suburbs	229	14.6	10.0	55.6	11.1	22.2	11.1
Srinagar ..	14	19.1	Nil	..	..	100.0	..
Amritsar ..	228	Nil	Nil	..	..	..	..
Mysore ..	161	10.1	46.6	..	..	..	100.0
Residual ..	719	4.5	60.0	25.0	..	75.0	..
All India ..	1,351	6.3	35.8	36.7	6.1	35.1	22.1

6. *Creches*—

6.01. Under the Factories Act, 1948, only those establishments which ordinarily employ more than 50 women workers must provide and maintain a suitable room or rooms for the use of children below the age of six of such women employees. The following Statement contains relevant statistics pertaining to establishments having creches:—

STATEMENT 5.05  
*Silk Factories Providing Creche Facilities, 1960-61*

Centre			No. of fac- tories	Percentage of factories				
				Employing women	Under statutory obligation		Not under statutory obligation but provi- ding creche	Employing women and providing creche
					To provide creche	And providing creche		
(i)			(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Bombay City and its Suburbs			229	50.5	1.5	100.0	2.9	5.7
Srinagar	..	..	14	12.1	..	..	100.0	100.0
Amritsar	..	..	228	13.4	..	..	..	..
Mysore	..	..	161	81.1	7.4	27.2	..	2.5
Residual	..	..	719	34.1	0.5	..	..	..
All India	..	..	1,351	38.8	1.4	35.6	1.2	2.5

Figures in col. (iii) are percentages to total in col. (ii).

6.02. The figures show that in Bombay all the factories employing 50 or more women were maintaining a creche. In fact there were some which were not required by law to do so but even then they had provided a creche. In Srinagar, none of the units surveyed were found to be employing more than 50 workers but even then they were maintaining creche. In Mysore, only 27 per cent. of the factories under statutory obligation had provided creche. The position in the Residual Group, however, was quite different. None of the factories, whether required by law or not maintained creches.

6.03. All the creches in Bombay City and its Suburbs were providing clothes, soap, towels and milk and/or some refreshments to children attending creches. In 50 per cent. of creches toys were also being supplied. Creches in Mysore were supplying only milk and/or refreshment to children. Elsewhere no arrangement existed for the supply of clothes, toys, milk, etc. Thus in the country as a whole the percentage of creches supplying milk/refreshments, toys, clothes, soap and towels was nearly 79, 27, 53 and 53 respectively.

6.04. None of the factories where creche existed employed women through contractors. Hence the question of this facility being available to such women did not arise.

### 7. Medical Facilities—

7.01. Under the Factories Act it is obligatory for all factories to maintain first-aid boxes at a prescribed scale and containing the prescribed contents. But in the course of the Survey it was found that only 84 per cent. of the silk factories maintained such boxes. The degree of compliance varied from centre to centre. The percentage of defaulting factories was highest in Mysore (51 per cent.) and the second place was that of Srinagar (40 per cent.). Among other centres the percentage of factories not maintaining first-aid boxes was only 14.9 in Amritsar, 12.7 in the Residual Group and 1.5 in Bombay City and its Suburbs. In all the centres compliance was much better in larger factories than in smaller ones.

7.02. The law requires that such boxes must be under the charge of trained first-aiders but except for factories in Bombay City and its Suburbs and the Residual Group, everywhere only a very small percentage of the factories had trained first-aiders. In these two centres the percentage of factories where all first-aid boxes were under the charge of trained persons was 48 and 28 respectively. It is estimated that the overall figure for the country as a whole was a little more than 25 per cent. In 75 per cent. of the factories, which maintained such boxes, there were no trained first-aiders at all.

7.03. In most of the cases, (i.e., 76 per cent.) the boxes did not contain the prescribed items. Employers generally did not seem to exercise any care to keep them in proper condition or to use them for the purpose these boxes were meant. At times when they were asked to show the boxes they had to carry out a search in the factory to locate them.

7.04. Those establishments which employ 500 or more workers are further required by the Factories Act to maintain ambulance rooms. It is estimated that the percentage of such factories in the country at the time of the Survey was only 2.2 and more than half of them had such ambulance rooms. Of the large size silk factories, about 29 per cent. in Bombay City and its Suburbs, one of the three covered in Srinagar and 12 per cent. in the Residual Group employed more than 500 workers at the time of the Survey. All such factories in Srinagar and about 67 per cent. in the Residual Group had ambulance rooms. In Bombay City and its Suburbs it is estimated that such arrangement existed in about one-fifth of them.

7.05. Besides the above arrangements the managements of factories are not under any statutory obligation to provide any other medical facility but it was found that some of the large silk factories in the country maintained dispensaries for giving medical aid to their employees. The percentage of such factories in different centres was: Bombay City and its Suburbs 2.9, Srinagar 19.1, Mysore 2.0 and Residual Group 2.3. In Srinagar the dispensaries were under the charge of a compounder but elsewhere a full or part-time doctor was in charge.



## (b) NON-OBLIGATORY

## 8. Recreation Facilities—

8.01. Very few managements of silk factories in the country seem to have realised the importance of recreational facilities for their employees as is evident from the fact that only less than 4 per cent. of the factories were found to have made arrangements for in-door and out-door games. All these were large size factories and were located either in Bombay City and its Suburbs or were in the Residual Group. The remaining factories occasionally arranged only some dramas or film shows, or organised some religious or social functions.

8.02. In roughly 75 per cent. of the factories in the country the cost of above activities was being met entirely by managements, in 13 per cent. jointly by managements and workers, in 8 per cent. entirely by workers and in the rest (4 per cent.) from welfare funds. The following Statement shows details in respect of each centre :

## STATEMENT 5.06

*Source of Finance of Recreation and Cultural Activities in Silk Factories 1960-61*

Centre	Percentage of factories where activities were financed			
	Entirely by employers	Jointly by employers and workers	Entirely by workers	Entirely from welfare fund of the factory
(i)	(ii)	(iii)	(iv)	(v)
Bombay City and its Suburbs	37.9	37.9	24.2	..
Srinagar .. .. .	100.0	..	..	..
Amritsar .. .. .	..	100.0	..	..
Mysore .. .. .	96.8	3.2	..	..
Residual .. .. .	59.2	14.3	14.3	12.2
All-India .. .. .	74.9	13.1	7.6	4.4

## 9. Educational Facilities—

9.01. Arrangements for the education of workers' children or of adult employees were found to be almost non-existent in the silk industry. Only 0.7 per cent. of the factories in the country had provided either primary or middle schools for workers' children. These schools were being run usually in workers' colonies. The percentage of factories running adult education classes for their employees was lower still i.e., 0.2. The classes were being organised outside the factory premises. All the factories providing the facilities were fairly large size establishments and belonged to the Residual Group. They had only made teaching arrangements and were not supplying free books, etc.

## 10. Other Facilities—

10.01. Arrangements for the sale of food grains existed only in roughly 3 per cent. of silk factories in Bombay City and less than one

per cent. in the Residual Group. Thus in the country the percentage of such factories was nearly one per cent. In Bombay, articles were sold at market price but in the Residual Group half of the establishments having grainshops sold food grains at cost price while the other half at market price. Almost an insignificant number of factories<sup>1</sup> had made transport arrangements for their employees.

10.02. *Co-operative Societies*—An encouraging feature revealed by the Survey is the growth of consumer and credit co-operatives among workers in the industry. It is estimated that 3 per cent. of the factories in the country, all of whom were located in Bombay City and its Suburbs or in the Residual Group had co-operative societies. Of the silk factories located in Bombay City and its Suburbs, nearly 12 per cent. had such societies. All these were large size establishments. In the Residual Group, slightly less than 2 per cent. had co-operatives. Most of such factories belonging to the Residual Group were in Surat. Generally speaking, the initiative in the matter of organising the co-operatives was taken by the managements but in some cases workers themselves took the lead. With a few exceptions, all the co-operatives were credit societies and their object was to encourage thrift by enabling members to save regularly a part of their income and to prevent indebtedness by making loans available on reasonable terms. The membership was generally confined to permanent employees but in a very small number of cases to all or to those who had put in one year's service. Though a request was made to the managements to supply information regarding the number of their employees who were members of co-operative societies but since all of them did not respond it is not possible to give an estimate of the membership in the industry as a whole. However, in those units which have furnished the statistics the proportion of those who were members to the total employees ranged from 29 per cent. to 100 per cent. The maximum loan which could be taken by a member was either a fixed proportion of the deposit standing to his credit or 6 to 8 months' pay, whichever was less. The number of monthly instalments fixed for repayment of loans ranged from 12 to 24 and the interest charged varied from 5 to 9 per cent. per annum. The managements of the concerned factories not only assisted the societies in the matter of collection of subscriptions and dues but generally provided free accommodation and clerical assistance. Only in two factories co-operative societies were engaged in other activities. For instance, in one, there was a separate co-operative society which sold food grains and managed the canteen. In the other, the co-operative society was multipurpose, that is, it not only functioned as a credit society but also arranged for the sale of such items as soap, cloth, etc.

10.03. In Surat a noticeable feature was the lead taken by the Surat Silk Textiles Labour Union in organising a co-operative credit society for the benefit of the silk mill employees. The society is called as the Surat Silk Mill Workers' Co-operative Credit Society which was registered in June 1958 under the Bombay Co-operative Societies Act of 1925. The aims and objects of the Society are to encourage thrift among workers and to give loans to members in times of need.

<sup>1</sup>. i.e., 0.5 per cent. in the Residual Group or 0.2 per cent. in the country.

Its membership is open to all such workers who are employed in silk mills within the area of Surat City. Every person who wishes to become a member has to pay a membership fee of Re. 1/- and to give an undertaking to make regular contributions at the rate of Rs. 2/- per month. As soon as the contribution amounts to Rs. 10/- he can buy one share certificate. Those who can afford to pay Rs. 10/- in lump sum, are free to buy a share certificate at any time. Any member, who holds at least one share of Rs.10/- can take a loan to the extent of ten times his share capital subject to the condition that the amount of loan does not exceed six times his monthly salary or Rs. 1,000 whichever is less. He is also required to provide two sureties. The loans are to be repaid ordinarily by 18 to 24 equal monthly instalments and the rate of interest charged is  $6\frac{1}{4}$  per cent. per annum. Generally loans of Rs. 300 to Rs. 400 are granted. The Society had a membership of 1,050 in December 1959 but on 31st October 1962 it had fallen to 850. At the close of the financial year ending 30th June 1962 the share capital of the Society was Rs. 58,310 and the amount paid as loans to members was Rs. 54,468.

## 11. *Housing*—

11.01. Information collected in the course of the Survey would tend to show that managements of silk factories in the country have generally not accepted any responsibility in the matter of providing housing accommodation to their employees. It is estimated that during 1960-61, 7 per cent. of silk factories in the country had provided housing accommodation to their employees. The details regarding the position in different centres are given in Statement 5.07.

11.02. The percentage of factories providing housing accommodation to their employees was highest in Mysore (25.7) and lowest in Bombay City and its Suburbs (1.5). Nearly 77 per cent. of the houses provided had only one living room, 11 per cent. had two rooms and only 12 per cent. had three rooms or more. In Bombay City and its Suburbs as well as Srinagar all the houses provided were one-room tenements. From the point of view of accommodation the position was better in Mysore as only about 48 per cent. had one room. Generally speaking, houses having two or more rooms were being allotted to managerial, technical, supervisory or clerical staff and one-room houses were being provided to general production workers and watch and ward staff. Of the factories which provided housing accommodation, all in Bombay City and its Suburbs and Srinagar and 70 per cent., 11 per cent. and 9 per cent. in Amritsar. Mysore and Residual Group respectively extended this facility only to persons coming in the group "Watch and Ward and Other Services". The remaining extended this amenity to various categories of their employees in varying proportion. It is estimated that the percentage of workers allotted houses by employers at the time of Survey was 6 in the industry. The percentage was highest in Mysore (11) and lowest in Bombay City and its Suburbs. Except for Mysore, everywhere the percentage of workers given housing accommodation was higher in larger factories. In fact in Bombay City and its Suburbs and Srinagar only large

**STATEMENT 5.07**  
**Proportion of Silk Factories Providing Housing Accommodation to their Employees in 1960-61**

Centre	No. of factories	Percentage of factories providing houses	Estimated No. of houses provided	Percentage of houses with			Percentage of factories which charged		
				One room	Two rooms	Three rooms or more	Rent from all	No rent from all	Rent from only some employees
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
<b>1. Bombay City and its Suburbs</b>									
(a) Large factories	229	1.5	10	100.0	..	..	..	100.0	..
(b) Small factories	57	5.9	10	100.0	..	..	..	100.0	..
	172	..	..	..	..	..	..	..	..
<b>2. Srinagar</b>									
(a) Large factories	14	19.1	77	100.0	..	..	..	100.0	..
(b) Small factories	8	33.3	77	100.0	..	..	..	100.0	..
	6	..	..	..	..	..	..	..	..
<b>Anritsur</b>									
(a) Large factories	228	4.5	197	84.8	13.5	1.7	..	67.2	32.6
(b) Small factories	10	33.3	190	84.2	14.0	1.8	..	..	100.0
	218	3.1	7	100.0	..	..	..	100.0	..
<b>4. Mysore</b>									
(a) Large factories	161	25.7	672	47.9	26.4	25.7	42.1	26.3	31.6
(b) Small factories	13	50.0	137	95.2	2.4	2.4	..	100.0	..
	148	23.5	535	35.8	32.5	31.7	50.0	12.5	37.5
<b>5. Residual</b>									
(a) Large factories	719	5.1	4,460	80.2	9.1	10.7	26.6	55.6	17.8
(b) Small factories	78	33.3	4,449	80.3	9.0	10.7	37.5	37.5	25.0
	641	1.7	11	50.0	50.0	..	..	100.0	..
<b>6. All India</b>									
(a) Large factories	1,351	7.0	5,416	76.7	11.2	12.1	28.9	46.8	24.3
(b) Small factories	166	25.2	4,863	81.2	8.8	10.0	23.3	53.2	23.5
	1,185	4.4	553	36.8	32.5	30.7	33.3	41.7	25.0

size factories provided houses to some of their employees. Detailed statistics are given in the following Statement.

### STATEMENT 5.08

#### Percentage of Workers Provided Housing Accommodation in Silk Factories, 1960-61.

Centre	Estima- ted No. of workers on 31st December 1959*	Percen- tage of workers allotted housing accom- moda- tion	Percen- tage of factories provi- ding houses	Percentage of factories where houses were allotted to			
				Only some produc- tion workers	Only watch and ward staff	Only super- visory, techni- cal staff	Only some empl- oyees of some cate- gories
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
1. <i>Bombay City and its Suburbs</i>	30,303	0.1	1.5	..	100.0	..	..
(a) Large factories	.. 23,520	0.1	5.9	..	100.0	..	..
(b) Small factories	.. 6,783	..	..	..	..	..	..
2. <i>Srinagar</i>	.. 3,026	1.4	19.1	..	100.0	..	..
(a) Large factories	.. 2,799	1.5	33.3	..	100.0	..	..
(b) Small factories	.. 227	..	..	..	..	..	..
3. <i>Amritsar</i>	.. 6,643	3.8	4.5	..	70.0	..	30.0
(a) Large factories	.. 3,172	7.8	33.3	..	..	..	100.0
(b) Small factories	.. 3,471	0.2	3.1	..	100.0	..	..
4. <i>Mysore</i>	.. 9,537	11.2	25.7	..	10.7	8.3	81.0
(a) Large factories	.. 3,232	6.0	50.0	..	..	33.3	66.7
(b) Small factories	.. 6,305	13.8	23.5	..	14.3	..	85.7
5. <i>Residual</i>	.. 30,640	11.1	5.1	38.5	8.8	..	52.7
(a) Large factories	.. 18,604	17.8	33.3	12.5	12.5	..	75.0
(b) Small factories	.. 12,036	0.8	1.7	100.0	..	..	..
6. <i>All India</i>	.. 80,149	6.0	7.0	15.3	22.1	3.6	59.0
(a) Large factories	.. 51,327	7.4	20.2	7.2	20.6	7.4	64.8
(b) Small factories	.. 28,822	3.4	1.4	22.9	23.5	..	53.6

\*i.e., covered under the Factories Act.

11.03. None of the factories in Bombay and Srinagar charged any rent for the housing accommodation provided. In Amritsar also 67 per cent. of the factories did not charge any rent but others charged Rs. 2 to Rs. 4 per month depending upon the accommodation. None of the large size factories surveyed in Mysore required workers to pay rent, but in smaller establishments, except for some limited number of employees, all others were charged rents; while in some cases it was charged at the rate of 10 per cent. of pay, in others it ranged from Rs. 2 to Rs. 10 per month. In the Residual Group, smaller factories providing houses did not charge any rent. However, among large factories some did not charge rent at all but in others, except for some employees, the rest were required to pay rent which ranged from Rs. 1.66 to Rs. 50 per month depending upon the type of accommodation provided.

## CHAPTER VI

### SOCIAL SECURITY

1.01. Social security is one of those spheres in the field of labour in India in which most remarkable developments have taken place during the post-war years. In 1944-45, when the Labour Investigation Committee conducted the survey, silk mill workers, like other industrial employees in the country, had security only against accidents by virtue of the provisions of the Workmen's Compensation Act, 1923. Women workers, in addition, were entitled to maternity benefit under State laws. Largely as a result of statutory measures adopted by the Government of India, and to a certain extent as a consequence of adjudication awards, workers employed in the silk industry now enjoy a fair measure of social security. The following paragraphs trace the main developments and describe the existing position in the industry.

#### *2. Provident Fund—*

2.01. At the time the Labour Investigation Committee conducted their survey, virtually none of the silk factories in the country had made any provision for the future of the workers. The Committee reported the existence of provident fund schemes only in two Government owned silk factories in Mysore and one in Bombay. Data collected in the course of the present Survey show that there has been considerable improvement in the position since then. It is estimated that in 1960-61 nearly 19 per cent. of silk factories in the country had provident fund scheme. This improvement is evidently due to the promulgation of an Employees' Provident Funds Ordinance in November, 1951 under which it became obligatory for units of certain industries, including silk textile, which employed 50 or more workers and had completed 3 years of their existence to join the Central Government's Scheme. In these factories it became obligatory for all such employees who received less than Rs. 500/- per month and had completed one year's continuous service or had worked for 240 days in a year to become members of the Provident Fund constituted under the Ordinance. The law required them to make contributions at the rate of 6½ per cent. of their basic wages and dearness allowance including the cash value of food concessions, if any, and an equal sum was required to be paid by their employers. This ordinance, which applied to all States except Jammu and Kashmir, was later replaced by an Act in November 1952. The conclusion that the existence of the provident fund schemes is mainly due to the above statutory measures derives strength from the fact that none of the units surveyed reported existence of any such scheme prior to 1951. In 58 per cent. of the silk factories found to be having provident fund, the schemes were introduced between 1951 and 1955 and in the rest between 1956 and 1959. The following Statement gives

the details of proportion of units in different centres having provident fund schemes:—

STATEMENT 6.01.

*Proportion of Silk Factories Having Provident Funds in 1960-61.*

Centre				No. of factories	Percentage of units having		
					Employees' Provident Fund Scheme	Other Provident Fund Schemes	No scheme at all
(i)				(ii)	(iii)	(iv)	(v)
1.	<i>Bombay City and its Suburbs</i>	..	..	229	43.7	..	56.3
	(a) Large factories	..	..	57	100.0	..	..
	(b) Small factories	..	..	172	25.0	..	75.0
2.	<i>Srinagar</i>	..	..	14	..	..	100.0
	(a) Large factories	..	..	8	..	..	100.0
	(b) Small factories	..	..	6	..	..	100.0
3.	<i>Amritsar</i>	..	..	228	2.9	..	97.1
	(a) Large factories	..	..	10	66.7	..	33.3
	(b) Small factories	..	..	218	..	..	100.0
4.	<i>Mysore</i>	..	..	161	30.4	..	69.6
	(a) Large factories	..	..	13	75.0	..	25.0
	(b) Small factories	..	..	148	26.5	..	73.5
5.	<i>Residual</i>	..	..	719	13.0	..	87.0
	(a) Large factories	..	..	78	79.2	..	20.8
	(b) Small factories	..	..	641	5.0	..	95.0
	<i>All India</i>	..	..	1,351	18.4	..	81.6
	(a) Large factories	..	..	166	81.4	..	18.6
	(b) Small factories	..	..	1,185	9.6	..	90.4

2.02. Under the law, as in force at the time of the Survey, setting up of provident funds was obligatory only for those factories which employed 50 or more workers. Since most of the silk factories are small establishments employing less than 50 persons it is not surprising that only a little more than 18 per cent. of the factories in

the country were found to be having provident fund schemes. With a view to mitigating strain on new factories, the law exempts them from joining the scheme for a period of three years. It was noticed that some of the employers took advantage of this provision by closing down the factory before three years and starting it under a new registration. This may also be the reason for low percentage of factories having provident fund schemes. The cut off point for classifying silk factories into large and small size groups was 100 in the case of Bombay City and its Suburbs and 50 elsewhere. In Bombay City and its Suburbs all the large size factories had provident fund schemes. Among smaller factories in this centre 25 per cent. had such schemes.

2.03. An analysis of small size factories in the centre show that at the time of the Survey only 29 per cent. of the factories in this group employed 50 or more workers. Over 71 per cent. of these factories had provident fund schemes. Of the rest a few did not have the scheme because they had not completed three years of their existence and others stated that their workers were very migratory and did not complete more than three months' continuous service and hence did not qualify.

2.04. The Employees' Provident Fund Scheme, as mentioned earlier, is not applicable to Jammu and Kashmir and this probably accounts for the fact that none of the factories in Srinagar had such a scheme. In other centres the percentage of factories having provident fund ranged from 3 (Amritsar) to 30 (Mysore). The percentage was invariably higher among large size factories (i.e., those employing 50 or more workers) in all the centres. None of the small size factories surveyed had such schemes in Amritsar. The percentage of small factories which had such funds was 5 in the Residual Group and 26 in Mysore.

2.05. In all the units where the schemes were in force, they applied to all workers. The qualifying conditions prescribed for becoming members of the provident fund were the same as laid down in the Employees' Provident Fund Scheme, 1952, viz., completion of 1 year's continuous service or 240 days' work during a period of 12 months. The rate of contribution of employers as well as workers was also in conformity with the Scheme, i.e., 6½ per cent. of the basic wages, dearness allowance and cash value of food concessions, if any.

2.06. On the basis of the statistics collected in the course of the Survey it is estimated that in December 1959, 43,124 workers, i.e., 54 per cent. of the total employed in the industry at that time, in the country were members of provident funds. Detail of proportion of workers covered in each stratum are given in Statement 6.02. It will be noticed that a fairly high proportion of workers in larger factories in all the centres were receiving the benefit of the provident fund scheme. The percentage ranged from 76.8 in Bombay City and its Suburbs to 87.5 in Mysore. In the course of the Survey a suspicion was aroused that employers were either deliberately bifurcating the establishments or keeping the number of employees low so



that they escape from the obligation of the Employees' Provident Fund Scheme.

### STATEMENT 6.02

*Proportion of Workers who were Members of Provident Fund Schemes in December 1959.*

Centre				Estimated No. of workers employed *	Proportion of workers who were covered under E.P.F. Act, 1952
(i)				(ii)	(iii)
1. <i>Bombay City and its Suburbs</i>	..	..	..	30,303	64.9
(a) Large factories	..	..	..	23,520	76.8
(b) Small factories	..	..	..	6,783	23.8
2. <i>Srinagar</i>	..	..	..	3,026	..
(a) Large factories	..	..	..	2,799	..
(b) Small factories	..	..	..	227	..
3. <i>Amritsar</i>	..	..	..	6,643	38.4
(a) Large factories	..	..	..	3,172	80.4
(b) Small factories	..	..	..	3,471	..
4. <i>Mysore</i>	..	..	..	9,537	64.3
(a) Large factories	..	..	..	3,232	87.5
(b) Small factories	..	..	..	6,305	51.4
5. <i>Residual</i>	..	..	..	30,640	49.3
(a) Large factories	..	..	..	18,604	77.0
(b) Small factories	..	..	..	12,036	6.4
6. <i>All India</i>	..	..	..	80,149	54.1
(a) Large factories	..	..	..	51,327	73.6
(b) Small factories	..	..	..	28,822	19.0

\*i.e., covered under the Factories Act.

### 3. Pension—

3.01. With the exception of a few Government owned silk mills in Mysore State no other factory was found to be having any regular or *ad hoc* scheme for paying pension to their employees. In Government factories in Mysore only staff members, e.g., Managers, Labour Officers and clerks were considered as State employees and were entitled to pension under the State Civil Service Rules.

### 4. Gratuity—

4.01. Except for one silk factory in Mysore, no system of paying gratuity to workers on death, retirement, resignation or termination of service by the employer seems to have existed in the silk industry in the country at the time the Labour Investigation Committee conducted their Survey. The information collected in the course of the present Survey, however, would show that such a system existed in 4 per cent. of the factories in 1960-61. Most of these factories were confined to Bombay City and its Suburbs and a few were in the Resi-

dual Group. None of the factories in Srinagar, Amritsar and Mysore had any such system. The following Statement gives the percentage of factories paying gratuity in various centres:—

## STATEMENT 6.03

*Proportion of Silk Factories Having Gratuity Schemes in 1960-61*

Centre	No. of factories	Percentage of factories				
		Having gratuity schemes	Where gratuity was being paid in the case of			
			Death	Retirement	Resignation	Termination of service
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1. <i>Bombay City and its Suburbs</i> .. ..	229	17.8	17.8	17.8	17.8	17.8
(a) Large factories ..	57	58.8	58.8	58.8	58.8	58.8
(b) Small factories ..	172	4.2	4.2	4.2	4.2	4.2
2. <i>Srinagar</i> .. ..	14	..	..	..	..	..
3. <i>Amritsar</i> .. ..	228	..	..	..	..	..
4. <i>Mysore</i> .. ..	161	..	..	..	..	..
5. <i>Residual</i> .. ..	719	1.8	1.8	1.8	0.9	0.9
(a) Large factories ..	78	16.7	16.7	16.7	8.3	8.3
(b) Small factories ..	641	..	..	..	..	..
6. <i>All India</i> .. ..	1,351	4.0	4.0	4.0	3.5	3.5
(a) Large factories ..	166	28.0	28.0	28.0	24.1	24.1
(b) Small factories ..	1,185	0.6	0.6	0.6	0.6	0.6

4.02. As is evident from the above Statement the percentage of factories paying gratuity was highest (17.8) in Bombay City and its Suburbs. This is mainly due to the fact that in 1958 there was a dispute on this issue between the Rashtriya Mill Mazdoor Sabha and the member mills of the Silk and Art Silk Mills' Association which led to an award of the Industrial Court, Bombay directing payment of gratuity to workers at the following rate with effect from 29th January 1958:

(a) *In the event of death, physical or mental incapacity, voluntary resignation or retirement—14 days' basic wages for the period*

prior to the coming into force of the Employees' Provident Fund Act in silk industry in Bombay and 7 days' basic wages thereafter for each completed year of service subject to a maximum of 10 months' basic wages to those employees who had put in 15 years' continuous service.

(b) *On termination of service by the management*—Those employees who had put in 15 years' continuous service the rate was the same as at (a) above. For persons who had put in over 10 but less than 15 years' continuous service the rate fixed was 7 days' basic wages for each completed year of service.

4.03 In all the factories in Bombay City and its Suburbs, where a system of paying gratuity was found to be prevailing, the schemes were of a regular nature and the rates and conditions prescribed were the same as directed by the Industrial Court. It may be mentioned that the above award was applicable to employees other than clerks, technical and supervisory staff employed in silk mills in Bombay City and its Suburbs. A separate scheme of gratuity for these categories of employees was awarded by the Industrial Court on two different dates, i.e., 10th January, 1958 for clerks and 29th May, 1958 for technical and supervisory staff, but both the awards became effective from 1st April, 1957. The contingencies in which gratuity is payable to these categories of clerical, technical and supervisory employees are the same as for other workers, but the rate prescribed is (a) one-third of a month's salary for the period prior to the enforcement of the Provident Fund Scheme, and (b) half a month's salary thereafter for each completed year's service subject to a maximum of 10 months' salary to those employees who have put in 15 years of continuous service.

4.04. In the Residual Group only 2 per cent. of factories were found to be paying gratuity and all of them were large size establishments. Seventyfive per cent. of them had regular schemes and in the rest it was being paid at the discretion of the managements. The qualifying conditions prescribed, the rate of payment and the contingencies in which gratuity was being paid varied from unit to unit.

## 5. *Maternity Benefits*—

5.01. At the time of the Survey, with the exception of Jammu and Kashmir, women employed in factories (including silk mills) in all the States were entitled to receive maternity benefits under law. In some of the areas or centres e.g., Bombay City and its Suburbs, Amritsar and Bangalore, where the Employees' State Insurance Scheme had been put into force, the benefit was payable by the Employees' State Insurance Corporation but in other areas employers were liable to pay it under the State Maternity Benefit Act. In view of the fact that a fair number of women are employed in the silk industry, information was collected in the course of the Survey on the number of factories employing women, number of

cases in which maternity benefit was paid, etc. The data collected are given in the following Statement:—

STATEMENT 6.04.

*Proportion of Factories which Paid and Women who Received Maternity Benefits in 1959*

Centre	No. of factories	Percentage of factories employing women		Estimated No. of women employed*	Percentage of women paid maternity benefits
		Total	Which paid maternity benefit		
(i)	(ii)	(iii)	(iv)	(v)	(vi)
1. <i>Bombay City and its Suburbs</i> .. .. .	229	50.5	8.5	1,101	3.2
(a) Large factories .. .. .	57	94.1	18.8	795	4.4
(b) Small factories .. .. .	172	36.0	..	306	..
2. <i>Srinagar</i> .. .. .	14	19.1	..	61	..
(a) Large factories .. .. .	8	33.3	..	61	..
(b) Small factories .. .. .	6	..	..	..	..
3. <i>Amritsar</i> .. .. .	228	13.4	..	161	..
(a) Large factories .. .. .	10	33.3	..	98	..
(b) Small factories .. .. .	218	12.5	..	63	..
4. <i>Mysore</i> .. .. .	161	81.1	18.3	3,459	8.2
(a) Large factories .. .. .	13	100.0	50.0	1,493	14.0
(b) Small factories .. .. .	148	79.4	14.8	1,966	3.9
5. <i>Residual</i> .. .. .	719	34.1	20.6	1,369	4.7
(a) Large factories .. .. .	78	83.3	45.0	654	4.9
(b) Small factories .. .. .	641	28.1	11.8	715	4.5
6. <i>All India</i> .. .. .	1,351	38.8	17.1	6,151	6.2
(a) Large factories .. .. .	166	82.9	34.8	3,101	8.9
(b) Small factories .. .. .	1,185	32.6	10.7	3,050	3.5

\*Relates to women covered under the Factories Act.

5.02. The above statistics relate to those establishments which made direct payments to their women workers and do not include cases in which benefits were paid by the Employees' State Insurance Corporation in the areas where the Employees' State Insurance Scheme was in operation. Consequently, they do not indicate exactly the extent of benefit being received by women workers in areas where the Employees' State Insurance Scheme was in force. Subject to this limitation the statistics show that in the country as a whole a little over 6 per cent. of the women employed in the industry received the benefit during the year 1959 directly from managements. The percentage was the highest in Mysore (8.2) and lowest (3.2) in Bombay City and its Suburbs. In Amritsar and Srinagar no cases of payment were reported. A noticeable feature in all the centres is that the proportion of women receiving benefits is invariably higher in large size factories. The main reasons given by the employers for making no or few payments were that women employed by them were either unmarried or past the child bearing age, or that they did not stick to their jobs long enough to complete the qualifying period of service.

## 6. Workmen's Compensation—

6.01. As has already been mentioned earlier, protection against the hardship caused to workers or their dependants on account of industrial accidents was available under the Workmen's Compensation Act at the time the Labour Investigation Committee conducted their Survey. In fact this is the first social security measure which was adopted in the country. Except for such factories as were covered under the Employees' State Insurance Scheme elsewhere provisions of this Act were applicable at the time of this Survey providing for payment of compensation in case of injury or death caused by industrial accidents. In the course of the Survey statistics were collected from managements regarding the number of accidents in 1959. Data collected show that during 1959 there were industrial accidents in 5.7 per cent. of the silk factories in the country. Among individual centres the percentage was highest in Srinagar (19.1) and lowest in Mysore (2.7). In all the centres the figure was considerably higher in larger factories, presumably due to better reporting. The highest figure being for Bombay City and its Suburbs. The detailed figures for each centre by size groups are given in the following Statement:—

### STATEMENT 6.05

#### *Percentage of Silk Factories Reporting Industrial Accidents in 1959*

Centre					No. of factories	Percentage of factories where accidents occurred
(i)					(ii)	(iii)
1. <i>Bombay City and its Suburbs</i>	..	..	..	..	229	16.3
(a) Large factories	..	..	..	..	57	52.9
(b) Small factories	..	..	..	..	172	4.2
2. <i>Srinagar</i>	..	..	..	..	14	19.1
(a) Large factories	..	..	..	..	8	33.3
(b) Small factories	..	..	..	..	6	..
3. <i>Amritsar</i>	..	..	..	..	228	4.5
(a) Large factories	..	..	..	..	10	33.3
(b) Small factories	..	..	..	..	218	3.1
4. <i>Mysore</i>	..	..	..	..	161	2.7
(a) Large factories	..	..	..	..	13	..
(b) Small factories	..	..	..	..	148	2.9
5. <i>Residual</i>	..	..	..	..	719	3.2
(a) Large factories	..	..	..	..	78	29.2
(b) Small factories	..	..	..	..	641	..
6. <i>All India</i>	..	..	..	..	1,351	5.7
(a) Large factories	..	..	..	..	166	35.5
(b) Small factories	..	..	..	..	1,185	1.6

6.02. Accidents, wherever reported, related to direct labour only. Majority of the cases of accidents resulted in 'temporary disability' and accounted for as many as 98.2 per cent. of the persons involved. The following Statement gives the details:—

#### STATEMENT 6.06

##### *Distribution of Persons Involved by Nature of Accidents*

Centre	Estimated No. of workers employed	Estimated No. of persons involved in accidents	Percentage distribution of persons involved in accidents resulting in		
			Death	Permanent disability	Temporary disability
(i)		(i i)	(iii)	(iv)	(v)
1. <i>Bombay City and its Suburbs</i>	30,480	513	..	..	100.0
(a) Large factories ..	23,637	486	..	..	100.0
(b) Small factories ..	6,843	27	..	..	100.0
2. <i>Srinagar</i> .. ..	3,187	18	..	8.3	91.7
(a) Large factories ..	2,960	18	..	8.3	91.7
(b) Small factories ..	227	..	..	..	..
3. <i>Amritsar</i> .. ..	6,673	77	..	..	100.0
(a) Large factories ..	3,181	70	..	..	100.0
(b) Small factories ..	3,492	7	..	..	100.0
4. <i>Mysore</i> .. ..	9,662	5	..	..	100.0
(a) Large factories ..	3,242	..	..	..	..
(b) Small factories ..	6,420	5	..	..	100.0
5. <i>Residual</i> .. ..	32,249	496	..	3.7	96.3
(a) Large factories ..	20,065	496	..	3.7	96.3
(b) Small factories ..	12,184	..	..	..	..
6. <i>All India</i> .. ..	82,251	1,109	..	1.8	98.2
(a) Large factories ..	53,085	1,070	..	1.9	98.1
(b) Small factories ..	29,166	39	..	..	100.0

6.03. It will be observed that the percentage of persons involved in accidents resulting in permanent disability was negligible everywhere, except in Amritsar where it was 8.3 and no person died. None of the factories reported any case of occupational disease.

6.04. It is estimated that in the silk industry as a whole, 1,109 persons were involved in accidents during 1959. Of these, temporary disability accounted for 1,089 persons and the remaining suffered permanent disability. The rate of accidents per thousand workers work-

ed out to 16.3. Details for the different centres are given in the following Statement:—

**STATEMENT 6.07**  
**Industrial Accidents in Silk Factories**

Centre	Estimated No. of workers		Distribution of workers involved in accidents		
	Employed in the industry	Involved in accidents	Resulting in death	Resulting in permanent disability	Resulting in temporary disability
(i)	(ii)	(iii)	(iv)	(v)	(vi)
1. <i>Bombay City and its Suburbs</i> .. ..	24,153	513 (21·2)	..	..	513 (21·2)
(a) Large factories .. ..	18,299	486 (26·6)	..	..	486 (26·6)
(b) Small factories .. ..	5,854	27 (4·6)	..	..	27 (4·6)
2. <i>Srinagar</i> .. ..	2,027	18 (8·9)	..	2 (1·0)	16 (7·9)
(a) Large factories .. ..	1,854	18 (9·7)	..	2 (1·1)	16 (8·6)
(b) Small factories .. ..	173	..	..	..	..
3. <i>Amritsar</i> .. ..	6,087	77 (12·7)	..	..	77 (12·7)
(a) Large factories .. ..	2,842	70 (24·6)	..	..	70 (24·6)
(b) Small factories .. ..	3,245	7 (2·2)	..	..	7 (2·2)
4. <i>Mysore</i> .. ..	7,968	5 (0·6)	..	..	5 (0·6)
(a) Large factories .. ..	2,862	.. 5	..	..	.. 5
(b) Small factories .. ..	5,106	(1·0)	..	..	(1·0)
5. <i>Residual</i> .. ..	27,926	496 (17·1)	..	18 (0·7)	478 (17·1)
(a) Large factories .. ..	17,070	496 (29·1)	..	18 (1·1)	478 (28·0)
(b) Small factories .. ..	10,856	..	..	..	..
6. <i>All India</i> .. ..	68,161	1,109 (16·3)	..	20 (0·3)	1,089 (16·0)
(a) Large factories .. ..	42,927	1,070 (24·9)	..	20 (0·5)	1,050 (24·4)
(b) Small factories .. ..	25,234	39 (1·6)	..	..	39 (1·6)

NOTE—Figures in brackets are rates per thousand.

### 7. Health Insurance Scheme—

7.01. Any description of social security enjoyed by workers employed in the silk industry would be rather incomplete without a mention of the benefits conferred on them by the Employees' State

Insurance Act which was passed in 1948, a first of its kind in South East Asia. Though the Act applies to all non-seasonal factories using power and employing 20 or more persons, the benefits conferred under the scheme framed thereunder became available only in those areas in which it is implemented. In such areas, all persons receiving up to Rs. 400 per month and employed in covered factories, as also their employers, are required to pay regular prescribed contributions to the Employees' State Insurance Corporation which has been set up to administer the Scheme. Those employees who fulfil the qualifying conditions relating to number of contributions, etc., become entitled to cash and medical benefits in the case of sickness, maternity or industrial accidents. In view of certain inherent difficulties the scheme was implemented gradually in various industrial centres of the country. At the time of the Survey it was in force in over 100 important centres including such pockets of concentration of the silk industry as Bombay City and its Suburbs, Bangalore and Amritsar.

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## CHAPTER VII

### INDUSTRIAL RELATIONS

1.01. During the post-war years, specially since the country gained independence, considerable attention has been paid to the promotion of industrial peace and the creation of favourable atmosphere for the growth of healthy labour-management relations. The activities of Government in this context were not confined merely to the enactment of laws for speedy settlement of disputes, framing of standing orders, constitution of workers or joint committees, appointment of Labour or Welfare Officers, etc., but extended to measures designed to promote healthy trade unionism and direct negotiations. The labour-management relations which exist in the silk industry not only have the impact of these measures but also of the increasing realisation on the part of workers and employers of their responsibilities in the task of national reconstruction. The following paragraphs describe briefly some of the aspects and facts of industrial relations in the industry.

#### 2. Industrial Disputes—

2.01. Separate statistics relating to industrial disputes are available for the silk industry in the country only since 1955 and they are given below:—

**STATEMENT 7.01**  
*Industrial Disputes in Silk Industry Since 1955\**

Year							No. of disputes	No. of workers involved	No. of mandays lost
(i)							(ii)	(iii)	(iv)
1955	..	..	..	..	..	..	32	3,758	45,178
1956	..	..	..	..	..	..	33	2,339	16,403
1957	..	..	..	..	..	..	27	2,674	10,951
1958	..	..	..	..	..	..	25	3,565	15,032
1959	..	..	..	..	..	..	12	3,796	1,65,000
1960	..	..	..	..	..	..	24	3,485	10,000
1961	..	..	..	..	..	..	21	3,635	27,626

\*Source.—Labour Bureau, Indian Labour Statistics 1962.

2.02. The statistics show that, except for the year 1959, the industry has enjoyed peaceful labour-management relations since 1955. The main factors responsible for a time loss of over forty-five thousand mandays in 1955 was disputes relating to bonus and compensation for lay-off in Bombay State. These disputes accounted for nearly 65 per cent. of the total time lost during that year. Nearly 15 per cent. of mandays were accounted for by disputes pertaining to demands for increase in wages and dearness allowance in silk factories in Bhagalpur (Bihar) and slightly less than 14 per cent. were due to disputes concerning reinstatement

of workers in certain silk factories in Bombay State. Among the various States, Bombay alone accounted for over 94 per cent. of the mandays lost during that year. The period that followed showed gradual improvement but in 1959 only a few disputes involved a time loss of 1.65 lakh mandays. Over 1 lakh mandays (i.e. 61 per cent.) were lost in Bombay State alone in disputes relating to reinstatement of discharged workers and 63,000 in disputes in silk factories in Bangalore. In 1960 though there were twice as many disputes as in 1959 but the time lost was only 10,000 mandays i.e., lowest since 1955. During 1961 the number of disputes were fewer but the number of mandays lost was over 27 thousand.

### 3. Trade Unionism—

3.01. The report of the Labour Investigation Committee shows that trade unionism in the silk industry at that time was still at its infancy and that, in fact, in some centres, there were no trade unions at all. However, the Survey results reveal that there has been considerable improvements since then and trade unionism has developed in varying degrees in different centres of the industry. Whereas in Srinagar all or some of the workers in every factory surveyed were found to be members of trade unions, in the Residual Group the percentage of such factories was as low as 30. Next to Srinagar, the percentage of factories where workers were found to be members of trade unions was highest (53) in Bombay. In Amritsar and Mysore the percentage was only about 33. The overall percentage for the country as a whole was 35. The Statement 7.02 gives statistics of extent of trade unionism in various centres of the industry.

3.02. Everywhere trade unionism had developed more among large size factories than in smaller ones. In the course of the Survey statistics were also collected regarding membership of unions of workers. It was quite difficult to obtain information from records as usually none existed and reliance had to be placed on the figures given by union officials or, in their absence, by active trade union workers in the establishment. Thus figures given in Statement 7.02 suffer from limitations. These figures support the conclusion that unionism has developed more among large size factories. Over 68 per cent. of the workers employed in large silk factories in the country were members of trade unions, whereas in smaller factories their percentage was only 31. Judging from figures given in Statement 7.02 it would appear that, as among the different centres, the percentage of workers who were members of trade unions was highest in Srinagar, where 93 per cent. of the workers in the establishment covered were stated to be members of unions. Other centres in the order were the Residual Group (57 per cent.), Bombay City and its Suburbs (55 per cent.) and Mysore (51 per cent.). The lowest figure is in respect of Amritsar where only 38 per cent. of silk mill employees were members of unions.

3.03. A fairly high proportion (67 per cent.) of the managements of silk factories in the country had recognised the unions of their employees. In Srinagar, the managements of all silk factories covered stated that they had recognised the unions of their employees. Next in the order was Bombay City and its Suburbs (94 per cent.), followed by the Residual Group (77 per cent.), and Mysore (46 per cent.). In Amritsar, only 4 per cent. of managements had accorded

recognition. Statistics given in Statement 7.02 would show that everywhere the percentage of such managements was higher in the case of large factories. The usual reason given by the managements for not recognising the union was either that they had not been approached by the union officials or that it was not obligatory on their part to do so. Among other reasons given, were that the union did not represent the majority of their employees, or that they were not aware of its existence.

**STATEMENT 7.02**  
*Extent of Trade Unionism in Silk Industry—1960-61*

Centre	No. of factories	Percentage of factories where workers were members of trade unions	Estimated No. of workers in silk factories on 31-12-59†	Estimated No. of workers who were members of trade unions	Percentage of factories where unions were recognised
(i)	(ii)	(iii)	(iv)	(v)	(vi)
1. <i>Bombay City and its Suburbs:</i> ..	229	53.1	30,303	16,637 (54.9)	94.1
(a) Large factories ..	57	100.0	23,520	14,507 (61.7)	100.0
(b) Small factories ..	172	37.5	6,783	2,130 (31.4)	88.9
2. <i>Srinagar:</i> .. ..	14	100.0	3,026	2,822 (93.3)	100.0
(a) Large factories ..	8	100.0	2,799	2,657 (94.9)	100.0
(b) Small factories ..	6	100.0	227	165 (72.7)	100.0
3. <i>Amritsar:</i> .. ..	228	32.8	6,643	2,547 (38.3)	4.5
(a) Large factories ..	10	66.7	3,172	1,912 (60.3)	50.0
(b) Small factories ..	218	31.3	3,471	635 (18.3)	..
4. <i>Mysore:</i> .. ..	161	33.8	9,537	4,879 (51.2)	46.0
(a) Large factories ..	13	50.0	3,232	1,824 (56.4)	50.0
(b) Small factories ..	148	32.4	6,305	3,055 (48.5)	45.5
5. <i>Residual</i> .. ..	719	29.7	30,640	17,366 (56.7)	77.1
(a) Large factories ..	78	83.3	18,604	14,293 (76.8)	90.0
(b) Small factories ..	641	23.1	12,036	3,073 (25.5)	71.4
6. <i>All India</i> .. ..	1,351	35.4	80,149	44,251 (55.2)	67.2
(a) Large factories ..	166	86.2	51,327	35,193 (68.6)	90.9
(b) Small factories ..	1,185	28.3	28,822	9,058 (31.4)	57.1

†Persons deemed to be workers under the Factories Act.

NOTE—Figures in brackets in Col. v are percentages.

3.04. It would seem that by and large activities of the unions in the industry are confined to securing claims of their members under various Labour Acts and redress of their grievances. The following figures show the percentage of unions in various centres which, in addition to securing claims, engaged in other welfare activities, etc.

### STATEMENT 7.03

#### *Proportion of Unions Engaged in Welfare Activities, etc.—1960-61*

Centre				Recreation facilities	Welfare	Adult education	Relief to distressed members
(i)				(ii)	(iii)	(iv)	(v)
1. Bombay City and its Suburbs	..	..	..	14.2	5.5	..	28.4
2. Srinagar	..	..	..	..	..	..	..
3. Amritsar	..	..	..	..	9.1	..	63.6
4. Mysore	..	..	..	22.0	..	..	62.0
5. Residual	..	..	..	18.5	11.1	12.4	26.5
6. All India	..	..	..	14.4	7.8	5.5	36.0

3.05. Among the unions which claimed to be providing relief to their distressed members none, except the Mill Mazdoor Sabha, Bombay, seemed to have any regular scheme. The Mill Mazdoor Sabha had started a "Members Benefit Scheme" on an experimental basis to provide relief to its members in cases of prolonged illness or disablement or to their dependants in case of death of members. Under this Scheme any person who has been a paying member of the Sabha for a continuous period of not less than 36 months prior to the cause of benefit and has paid his membership fees for at least 30 months during the above period and for at least one month during the three months immediately preceding the cause of benefit, is deemed to be a member of the Sabha for purposes of the Scheme. In cases of prolonged illness each such member is entitled to benefit at the rate of Rs. 20 per month but the total amount of benefit paid is not to exceed Rs. 100. Monthly rate of benefit in case of disablement is the same as for illness but it is payable only for disablement to the extent of 30 per cent. or more and the range of total amount which could be paid to a member varies from Rs. 100 to Rs. 200 depending upon the extent of disablement. In the case of death the dependants are entitled to receive a sum of Rs. 200. Since the Scheme is designed to act as a supplement to the Employees' State Insurance Scheme, no benefit is payable for any cause or for any period for which a member or his dependant receives financial benefits under the Employees' State Insurance Act. The benefits are payable only during the periods when the beneficiary is out of work.

#### 4. Agreements—

4.01. An encouraging feature which was noticed in the field of labour-management relations is the large number of agreements concluded by employers and workers through direct negotiations. Such

a development is significant not only from the point of view of growth of trade unionism but also healthy labour management relations in the industry. In the course of the Survey, information was collected regarding the number of agreements concluded in various sampled establishments since 1956 and the results are given in the Statement 7.04.

4.02. Though from the figures given in Statement 7.04 it would appear that the highest percentage of establishments where agreements were concluded were in Srinagar, nevertheless, it may be pointed out that the agreements in this centre related only to small proportion of workers (i.e., weavers only)\*. Next to Srinagar the percentage of factories where agreements had been concluded was highest in Bombay City and its Suburbs (24 per cent.) followed by Amritsar (13 per cent.), Residual Group (9 per cent.) and Mysore (7 per cent.). The all-India figure being 13 per cent. Except for Srinagar, in all the centres more agreements were reached in larger factories than in smaller ones. This is evidently due to better growth of trade unionism in bigger establishments.

4.03. Payment of bonus was the issue in about 41 per cent. of the agreements reached in the industry. In Bombay, it featured in roughly 60 per cent. of the agreements. The next important issue was wages and dearness allowance featuring in about one-fourth of the agreements. Retrenchment was the other important item, forming a part of over 8 per cent. of the agreements. This issue was confined to only large size factories in Bombay City and its Suburbs and the Residual Group. Leave and holidays with pay featured in over 7 per cent. of the agreements and curiously enough this issue was confined to negotiations among employers and workers of small size factories. It did not feature at all in Bombay and Srinagar.

## 5. *Standing Orders—*

5.01. With a view to eliminating causes of friction arising out of matters concerning day to day relationship between management and employees and thus promoting industrial harmony the Industrial Employment (Standing Orders) Act, 1946 passed by the Central Government provides for framing and certification of standing orders. The Acts passed by some of the State Governments for prevention and settlement of industrial disputes also contain provision to this effect. Under the Central Act framing of such standing orders is obligatory for only those establishments which employ 100 or more workers but power is conferred on State Governments to extend the provision to establishments employing fewer workers. In Bombay, among important States from the point of view of silk industry, the Bombay Industrial Relations Act requires every establishment covered by it to frame standing orders. The matters covered by the standing orders include such matters as classification of workers, notification of hours of work, pay days, wage rates, etc., leave and holidays, rights and obligations during temporary stoppages, dismissal, suspension, etc., and means for redress of grievances.

\*For further details please see Chapter III, page 31.

Centre	No. of factories	Percentage of factories where agreements were concluded	Percentage of agreements in which issues related to										
			(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)
						Wages and Dearness allowance	Bonus	Other allowances	Gratuity	Retrenchment	Confirmation	Leave and holidays with pay	Other matters
<b>1. Bombay City and its Suburbs</b>													
(a) Large factories	..	..	229	24.2	12.6	59.6	..	..	..	12.2	..	..	15.6
(b) Small factories	..	..	57	47.1	10.0	55.0	..	..	..	20.0	..	..	15.0
	..	..	172	16.7	16.7	66.6	..	..	..	..	..	..	16.7
<b>2. Srinagar</b>													
(a) Large factories	..	..	14	81.0	100.0	..	..	..	..	..	..	..	..
(b) Small factories	..	..	8	66.7	100.0	..	..	..	..	..	..	..	..
	..	..	6	100.0	100.0	..	..	..	..	..	..	..	..
<b>3. Amritsar</b>													
(a) Large factories	..	..	228	13.4	21.4	21.1	14.4	..	..	..	..	28.7	14.4
(b) Small factories	..	..	10	33.3	25.0	75.0	..	..	..	..	..	..	..
	..	..	218	12.5	20.0	..	20.0	..	..	..	..	40.0	20.0
<b>4. Mysore</b>													
(a) Large factories	..	..	161	6.7	54.1	16.7	..	..	..	..	..	16.7	12.5
(b) Small factories	..	..	13	50.0	75.0	..	..	..	..	..	..	..	25.0
	..	..	148	2.9	33.3	33.3	..	..	..	..	..	33.4	..
<b>5. Residual</b>													
(a) Large factories	..	..	719	9.2	25.2	40.7	5.3	3.5	10.6	1.8	5.8	7.1	10.8
(b) Small factories	..	..	78	37.5	29.8	27.0	8.1	5.4	16.2	2.7	..	..	..
	..	..	641	5.8	16.7	66.6	..	..	..	..	..	16.7	..
<b>6. All India</b>													
(a) Large factories	..	..	1,351	12.9	25.3	40.9	4.4	1.7	8.7	0.9	7.5	10.6	12.0
(b) Small factories	..	..	166	42.9	27.8	36.2	4.5	3.0	15.0	1.5	..	..	8.7
	..	..	1,185	8.7	21.9	47.2	4.3	..	..	..	..	17.9	..

5.02. The Labour Investigation Committee in their report mentioned the existence of standing orders only in some of the silk factories in Mysore and Bombay. Data collected in the course of the Survey show that a fair number of large size factories have such standing orders now. The following Statement gives the details for each centre:—

STATEMENT 7.05  
*Standing Orders in Silk Factories—1960-61*

Centre	No. of factories	Factories having standing orders		Percentage of factories† where standing orders were framed for			Percentage of employees covered by standing orders
		No. of factories	Percentage	Production Workers	Clerical Staff	Watch and Ward	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
1. <i>Bombay City and its Suburbs</i>	229	111	48.5	100.0	75.0	97.0	87.9
(a) Large factories	57	54	94.1	100.0	75.0	93.8	94.7
(b) Small factories	172	57	33.3	100.0	75.0	100.0	64.5
2. <i>Srinagar</i>	14	..	..	..	..	..	..
(a) Large factories	8	..	..	..	..	..	..
(b) Small factories	6	..	..	..	..	..	..
3. <i>Amritsar</i>	228	7	2.9	100.0	100.0	100.0	47.0
(a) Large factories	10	7	66.7	100.0	100.0	100.0	98.8
(b) Small factories	218	..	..	..	..	..	..
4. <i>Mysore</i>	161	19	12.2	100.0	44.5	83.4	39.8
(a) Large factories	13	6	50.0	100.0	..	50.0	74.5
(b) Small factories	148	13	8.8	100.0	66.7	100.0	22.0
5. <i>Residual</i>	719	90	12.5	100.0	58.4	62.0	39.3
(a) Large Factories	78	42	54.2	100.0	61.5	69.2	55.7
(b) Small factories	641	48	7.4	100.0	55.6	55.6	13.9
6. <i>All India</i>	1,351	227	16.8	100.0	66.5	82.0	56.8
(a) Large factories	166	109	65.7	100.0	66.8	82.0	74.3
(b) Small factories	1,185	118	10.0	100.0	66.2	82.1	25.8

†Factories which had framed Standing Orders.

5.03. In Bombay City and its Suburbs 48 per cent. of the silk factories had standing orders and in all the cases they were framed under the Bombay Industrial Relations Act. In the case of large factories the percentage was as high as 94 but among smaller factories the standing orders existed in only one-third of them. Everywhere production workers were invariably covered by these orders but clerical workers only in 75 per cent. of the factories were covered by them. As regards watch and ward staff, standing orders covering them existed in all small size factories (which had standing orders) but among larger factories only 94 per cent. had standing orders for them. Thus taking all the employees into considerations approximately 88 per cent. were covered by the standing orders in this centre.

5.04. None of the silk factories covered in Srinagar had framed standing orders, probably due to the fact that the Central Act is not applicable to Jammu and Kashmir. In Punjab, where the Central

Act is in force and only those factories which employ 100 or more workers are under obligation to frame standing orders, only 67 per cent. of large size factories had such orders. Wherever standing orders had been framed they applied to production workers as well as clerical and watch and ward staff. It is estimated that roughly 47 per cent. of employees in this centre were covered by standing orders.

5.05. The Government of Mysore also had not utilised the powers conferred on them under the Central Act to extend the Act to establishments employing less than 100 workers. Consequently, it is estimated that only 50 per cent. of large silk factories were required to frame standing orders and all of them had complied with the law. The overall percentage of large factories which had framed standing orders in the State was 50. In addition to these, some of the smaller factories were also found to be having standing orders. Thus in the State as a whole slightly more than 12 per cent. of the factories had standing orders. Such standing orders applied to production workers in all the establishments which had framed them. But clerical staff was covered in only 67 per cent. of small factories. Standing orders applied to watch and ward staff in all small and some of the large factories which had framed them. Thus roughly 40 per cent. of employees in Mysore were covered by standing orders.

5.06. A large number of silk factories falling in the Residual Group were located in the areas where the Bombay Industrial Relations Act was in force. This accounts for the high figure of 54 per cent. of large size factories in the Residual Group which, it is estimated, had standing orders. Nearly 69 per cent. of these factories had framed standing orders under the Bombay Act and the rest under the Central Act. In all the units standing orders applied to production workers. Among smaller factories in 56 per cent. of the cases they applied to clerical and watch and ward staff. In larger factories they applied to clerical staff in 62 per cent. of the cases and to watch and ward staff in 69 per cent. of the cases. It is estimated that 39 per cent. of workers employed in the factories in the Residual Group enjoyed the benefit of standing orders.

## 6. *Labour and Welfare Officers—*

6.01. There was no statutory obligation on employers to employ labour or welfare officers in 1944-45 when the Labour Investigation Committee conducted an enquiry into conditions of labour in the silk industry. Consequently, none of the silk factories surveyed by the Committee had appointed any such officers. Partly with a view to enabling employers to have better arrangements for personnel management and partly to ensure proper implementation of various statutory provisions relating to welfare and amenities, the Factories Act, 1948 made it obligatory for all factories employing 500 or more workers to appoint a welfare officer. The rules framed under the Act by the State Governments prescribe the functions and duties of these officers which are: (a) to promote harmonious relations between workers and managements and to act as a liaison between them, (b) to attend to grievances of workers and secure their redress. (c) to advise management with a view to ensuring compliance with the



provisions of the Acts relating to health, safety and welfare of workers, (d) to assist in formation of works committee or committees relating to production, safety or welfare, and (e) to organise and supervise welfare activities.

6.02. Since there are not many silk factories which employ 500 or more workers only a few are under statutory obligation to employ welfare officers. There were only 7.3 per cent. of such factories in Bombay, 19 per cent. in Srinagar, and a little more than 1 per cent. in the Residual Group. However, except in Srinagar, no where else all such factories had appointed welfare officers. The figures given below would show that a redeeming feature almost every where was that some of the factories which had no legal obligation to appoint a Labour or Welfare Officer had also done so. None of the smaller factories in any of the centres, except a few in Mysore, had Welfare Officers. In Mysore one of the employers, who owned a number of small factories, had appointed a Welfare Officer to attend to the needs of all his factories.

#### STATEMENT 7.06

#### *Proportion of Silk Factories Having Welfare Officers in 1960-61*

Centre	No. of factories	Percentage of factories having Welfare Officers			Percentage of factories employing 500 or more Workers	Percentage of factories employing 500 or more and having Welfare Officers
		Full time	Part time	Total		
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1. <i>Bombay City and its Suburbs</i>	229	2.9	2.9	5.8	7.3	4.4 (60.0)
(a) Large factories ..	57	11.8	11.8	23.6	29.4	17.7 (60.0)
(b) Small factories ..	172	..	..	..	..	..
2. <i>Srinagar</i> ..	14	19.1	..	19.1	19.1	19.1 (100.0)
(a) Large factories ..	8	33.3	..	33.3	33.3	33.3 (100.0)
(b) Small factories ..	6	..	..	..	..	..
3. <i>Amritsar</i> ..	228	..	..	..	..	..
4. <i>Mysore</i> ..	161	5.4	2.7	8.1	..	..
(a) Large factories ..	13	..	..	..	..	..
(b) Small factories ..	148	5.9	2.9	8.8	..	..
5. <i>Residual</i> : ..	719	2.3	..	2.3	1.4	0.9 (66.2)
(a) Large factories ..	78	20.8	..	20.8	12.5	8.3 (66.6)
(b) Small factories ..	641	..	..	..	..	..
6. <i>All India</i> : ..	1,351	2.5	0.8	3.3	2.2	1.4 (65.7)
(a) Large factories ..	166	15.4	4.0	19.4	17.6	11.6 (65.9)
(b) Small factories ..	1,185	0.7	0.4	1.1	..	..

NOTE : Figures in brackets in Column (vii) are percentages to total No. of factories employing 500 or more Workers.

6.03. Usually Welfare Officers stated that their functions were the same as prescribed in the rules framed by the State Governments under the Factories Act. However, since not many employers were doing much by way of welfare, generally the main activities of these officers were to attend to personnel matters such as grievances of workers and advising managements in regard to matters connected with the compliance with the provisions of labour laws. In one of the factories an advocate was appointed as a Welfare Officer on a part time basis and it is reported that his main function was to appear before the courts on behalf of the management.

## 7. *Work and Joint Committees—*

7.01. As a step towards the promotion of industrial democracy in the country the Central as well as some of the State laws pertaining to settlement of industrial disputes provide for the constitution of Works or Joint Committees comprising equal number of representatives of management and workers. The main idea behind this provision is to provide a forum for mutual discussion of matters concerning day to day relationship between the two parties so that sources of friction could be eliminated in their elementary stage before they assumed any significant proportion to disturb industrial peace. Under the Industrial Disputes Act, passed by the Government of India in 1947, it is necessary for all establishments employing 100 or more workers to form such committees. The Bombay Industrial Relations Act on the other hand lays down that a Joint Committee may be constituted for an undertaking or occupation with the consent of the employer and the registered union for the industry for the local area, provided there is a representative union and 15 per cent. of the employees are members of a registered union.

7.02. Data collected show that at the time of the Survey 10.6 per cent. of silk factories in the country employed 100 or more workers but only 1.4 per cent. had constituted such Committees. In Bombay City and its Suburbs and Mysore nearly 28 per cent. and 15 per cent. of silk mills respectively employed 100 or more workers but in none of them Joint or Works Committees were functioning. On the other hand, in Srinagar and Amritsar such factories constituted roughly 19 and 3 per cent. respectively of the total and in all of them Works Committees had been constituted. In the Residual Group a little more than 6 per cent. of the factories were employing 100 or more persons but only 1.4 per cent. were found to have constituted such committees.

7.03. The main reasons generally given by the managements of those factories which employed 100 or more workers for not constituting Works or Joint Committees were: (a) that there was a recognised union and hence they did not consider it necessary to constitute such a committee, or (b) that they had constituted a committee but could not continue it as workers made it a forum for discussing matters beyond the scope of the committee, or (c) that workers were not interested or that their union did not like the formation of such committees. It was not possible to verify the correctness of their statements.

7.04. The rules framed by the State Governments under the Industrial Disputes Act, 1947, lay down that Works Committees must meet at least once in a month. In Amritsar in half the number of factories where Works Committees were functioning over 9 meetings had been held during 1959 and in the rest no records were available to show the number of meetings held. Of the factories in Residual Group where such Committees had been constituted one third had held not more than 3 meetings, another third more than 3 but less than 6 and the rest upto 9 meetings during 1959.

### 8. *Other Committees—*

8.01. With the exception of a few large factories in the Residual Group, no other silk mill in the country had constituted any production, welfare, safety committees, etc. In the Residual Group only 4.2 per cent. of large factories had constituted welfare committees and 8.3 per cent. had safety committees. Thus in the country as a whole only 0.2 per cent. and 0.9 per cent. of silk mills had welfare and safety committees respectively.

### 9. *Grievance Procedure—*

9.01. Except for the provisions contained in the Standing Orders, wherever they existed, rarely any of the establishments surveyed was found to have prescribed any definite procedure for the redress of the grievances of workers. In smaller factories workers approached the proprietor or the manager direct. But in slightly bigger factories usually they initially approached their superior or jobber for the redress of their grievances and if not satisfied with the decision they approached the manager or employer. Where Welfare or Labour Officers had been appointed, the grievances were generally attended to by them. In one of the large silk factories, however, a regular prescribed procedure was laid down providing for four stages for the settlement of grievances and a time limit for each. This factory had appointed a Grievance Officer. The procedure prescribed required a worker, who had any grievance, to submit initially a written complaint in a prescribed Form I to his departmental head within a fortnight of the cause of complaint. The departmental head had to make necessary enquiries with a view to settling the matter satisfactorily and to return a copy of the Form within three days to the worker with his remarks and also to send a copy to the Grievance Officer. If the worker was not satisfied with the reply he could enter his reasons for reconsideration of the matter in Form II and submit it in duplicate to the Grievance Officer within three days of the receipt of the reply. In such cases it became the duty of the Grievance Officer to make personal investigation of the complaint. In such investigation the workman concerned was free to bring any workman of his choice or, in case the complaint was through a trade union, a member of the union. The time limit fixed for investigation was 7 days and within this period a copy of Form II, containing the decision, was to be returned to the worker concerned. If he was still not satisfied he could, within 7 days of receipt of the decision, submit a representation in Form III to the Welfare Committee through the

representative of his constituency. The time limit prescribed for the consideration of the matter by this Committee was a fortnight. Within this period the Committee had to return the Form with its endorsement, in case it agreed with the decision of the Grievance Officer, to the worker. If it did not agree, it had to forward its recommendation to the Factory Superintendent who had to pass orders within a week. The final stage was appeal to the General Manager whose decision was final. According to the management not many grievances came up for redress through this procedure. The procedure, therefore, in their view has been effective indirectly and has helped solution of the grievances at the plant level only, by making the supervisors more conscious of their responsibility in this matter.

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## CHAPTER VIII

### LABOUR COST

1.01. In the course of the Survey information pertaining to labour cost was collected in respect of those employees in the sampled establishments who were covered under the Factories Act and were receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The proforma used for collecting the data is at Appendix II. It will be noticed that the enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Costs in European Industry, made by the International Labour Office in 1956, with such modifications as were necessary in the light of conditions in India. For instance, in view of the fact that in India wages are paid on the basis of 'days' instead of 'hours', as in European countries, the data were collected for the mandays and not manhours. Similarly, it was found in the course of the pilot enquiry that, but for a very few exceptions, none of the establishments maintained any separate records of premium payments made for leave or holidays or for days not worked and hence these were dropped as separate items and included under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country. e.g., lay off compensation, washing facilities, etc.

1.02. The Survey was launched late in December 1959 and ended in June, 1961. With a view to maintaining comparability of the data and ensuring uniformity, the field staff were asked to collect information, as far as possible, for the year 1959. However, in view of the fact that financial years of the establishments do not coincide with the calendar year and also differ from unit to unit and area to area, it was considered that it will be too time consuming, and at times impracticable, if the field staff were asked to collect data for the year 1959 on a uniform basis. Consequently, it was suggested to them that as far as feasible they should collect the information for the year 1959, but if it was found that balance sheets or other records of the units were not available or that it was not feasible to cull out information for this period then they should collect the data for one latest period of 12 months for which information was available, subject to the condition that as far as practicable major part of the year 1959 was covered. The data available show that by and large, it was possible to collect information for the year 1959. A few cases where statistics could not be collected for the year 1959 were those where either the factory remained closed for various reasons or that records were not available due to change of management, etc. However, since such cases were not many the information given here can be treated as relating to the year 1959.

1.03. It may also be mentioned here that with a view to forming a better estimate of labour cost, salaries and allowances, etc., of

those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under the Factories Act and were receiving less than Rs. 400 per month, were not included in the general heads "Wages", "Bonuses" and "Other Cash Payments" along with the similar amounts paid to workers who came within the scope of the Study. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, the mandays of such persons were also excluded.

## 2. Labour Cost per Manday Worked—

2.01. The following Statement gives the estimated labour cost per manday worked in terms of Rupees in various centres of the industry:

### STATEMENT 8.01

#### *Labour Cost Per Manday Worked in Silk Factories in 1959*

(In Rupees)

Centre						Large factories	Small factories	Overall
Bombay	..	..	..	..	..	6.07	4.84	5.80
Srinagar	..	..	..	..	..	3.32	1.66	3.18
Amritsar	..	..	..	..	..	4.45	3.28	3.84
Mysore	..	..	..	..	..	2.16	2.43	2.34
Residual	..	..	..	..	..	5.28	3.59	4.61
All India	..	..	..	..	..	5.33	3.60	4.71

2.02. The estimated labour cost per manday in the Silk Industry in the country was Rs. 4.71. It was as high as Rs. 5.33 in large size establishments and in smaller establishments it amounted to only Rs. 3.60. Thus compared to smaller factories the labour cost in large factories was nearly 48 per cent. higher. Among the different centres of the industry, the labour cost per manday was highest in Bombay City and its Suburbs (Rs. 5.80) and lowest in Mysore (Rs. 2.34). As in the case of the all-India figures, the estimated labour cost in all the centres, except Mysore, was higher in large size factories than in smaller ones. The main reason why labour cost per manday was higher in smaller factories in Mysore was that most of the large size establishments in this State were sericulture establishments which were located in *mofussil* areas in the interior while small size factories were generally weaving establishments located in cities which were high wage pockets. Moreover, in sericulture establishments workers were paid on a time rate basis whereas in weaving establishments payment in most cases was on piece rates and the earnings of piece rated workers were invariably higher.

## 3. Components of Labour Cost—

3.01. The following Statement 8.02 shows the labour cost per manday worked by components in various strata.

3.02. *Wages*—This component comprised basic wages, dearness allowance, incentive and production bonus and attendance bonus. The Bureau very much desired to collect data under this head in respect of the mandays actually worked but in the course of the pilot enquiry it was found that most of the employers did not maintain separate

*Labour Cost Per Manday Worked by their Components, 1959*

(In Rupees)

Centre	Wages for over-time and late shifts	Premium Bonuses	Other cash payments in kind	Pay-ments in kind	Social security contributions			Subsidies Welfare centres Non-obligatory	Direct Payments benefits related to labour costs	Others	Total		
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)	(xiv)
<i>1. Bombay City and its Suburbs</i>													
(a) Large factories	..	5.21 (89.8)	..	0.22 (3.8)	..	0.34 (5.9)	..	0.03 (0.5)	..	..	..	..	5.80 (190.0)
(b) Small factories	..	5.38 (88.6)	..	0.26 (4.3)	..	0.40 (6.6)	..	0.03 (0.5)	..	..	..	..	6.07 (100.0)
	..	4.58 (94.6)	..	0.09 (1.9)	0.01 (0.2)	0.14 (2.9)	..	0.02 (0.4)	..	..	..	..	4.84 (100.0)
<i>2. Srinagar</i>													
(a) Large factories	..	2.86 (89.9)	..	..	..	0.25 (7.9)	..	0.07 (2.2)	..	..	..	..	3.18 (100.0)
(b) Small factories	..	2.97 (80.5)	..	..	..	0.27 (8.1)	..	0.08 (2.4)	..	..	..	..	3.32 (100.0)
	..	1.66 (100.0)	..	..	..	..	..	..	..	..	..	..	1.66 (100.0)
<i>3. Amritsar</i>													
(a) Large factories	..	3.49 (90.9)	..	0.11 (2.8)	..	0.21 (5.5)	..	0.03 (0.8)	..	..	..	..	3.84 (100.0)
(b) Small factories	..	3.85 (96.5)	..	0.21 (4.7)	..	0.35 (7.9)	..	0.04 (0.9)	..	..	..	..	4.45 (100.0)
	..	3.16 (96.4)	..	0.01 (0.3)	0.01 (0.3)	0.08 (2.4)	..	0.02 (0.6)	..	..	..	..	3.28 (100.0)

<b>4. Mysore</b>	..	..	2.14 (91.4)	..	..	0.02 (0.9)	..	0.13 (5.6)	..	0.05 (2.1)	..	..	..	2.34 (100.0)
(a) Large factories	..	..	1.92 (88.9)	0.01 (0.5)	..	..	..	0.01 (0.5)	..	0.07 (3.2)	..	..	..	2.16 (100.0)
(b) Small factories	..	..	2.25 (92.6)	..	..	0.03 (1.2)	..	0.12 (5.0)	..	0.03 (1.2)	..	..	..	2.43 (100.0)
<b>5. Residual</b>	..	..	4.19 (90.9)	0.01 (0.2)	0.09 (2.0)	0.01 (0.2)	0.03 (0.7)	0.18 (3.9)	0.01 (0.2)	0.06 (1.3)	..	0.01 (0.2)	0.02 (0.4)	4.61 (100.0)
(a) Large factories	..	..	4.65 (88.1)	0.02 (0.4)	0.13 (2.4)	0.02 (0.4)	0.05 (0.9)	0.27 (5.1)	0.01 (0.2)	0.08 (1.5)	..	0.01 (0.2)	0.04 (0.8)	5.28 (100.0)
(b) Small factories	..	..	3.49 (97.2)	..	0.03 (0.8)	..	0.01 (0.3)	0.04 (1.1)	..	0.02 (0.6)	..	..	..	3.59 (100.0)
<b>6. All India</b>	..	..	4.26 (90.4)	0.01 (0.2)	0.13 (2.8)	0.01 (0.2)	0.01 (0.2)	0.24 (5.1)	..	0.04 (0.9)	..	..	0.01 (0.2)	4.71 (100.0)
(a) Large factories	..	..	4.71 (88.3)	0.01 (0.2)	0.18 (3.4)	0.01 (0.2)	0.02 (0.4)	0.33 (6.2)	..	0.05 (0.9)	..	..	0.02 (0.4)	5.33 (100.0)
(b) Small factories	..	..	3.44 (93.6)	..	0.04 (1.1)	0.01 (0.3)	..	0.09 (2.5)	..	0.02 (0.5)	..	..	..	3.60 (100.0)

NOTE.—Figures in brackets are percentages to total in 'col. (xiv)



records of payments made for the days worked and for leave and holiday periods. Consequently, the amount of basic wages and dearness allowance recorded included the sums paid for the days worked as well as for the days not worked but paid.

3.03. From the statistics given above it will be noticed that the component "wages" accounted for slightly over 90 per cent. of the total labour cost in the country as a whole. Its proportion was much higher (96 per cent.) in smaller factories than in larger ones (88 per cent.). As between different centres the overall percentage of this component ranged between a narrow limit, i.e., from 89.8 in Bombay to 91.4 in Mysore.

3.04. Statement below gives the break up of the figures of "Wages" component under sub-groups viz., basic wages (including dearness allowance), incentive bonus and attendance bonus.

**STATEMENT 8.03**  
**Break-up of Wages Cost by Sub-Components**

(In Rupees)

Centre			Basic Wages and dearness allowance	Incentive Bonus	Attendance Bonus	Total
(i)			(ii)	(iii)	(iv)	(v)
<i>Bombay City and its Suburbs</i>	..	..	5.21 (100.0)	..	..	5.21 (100.0)
(a) Large factories	..	..	5.38 (100.0)	..	..	5.38 (100.0)
(b) Small factories	..	..	4.58 (100.0)	..	..	4.58 (100.0)
2. <i>Srinagar</i>	..	..	2.86 (100.0)	..	..	2.86 (100.0)
(a) Large factories	..	..	2.97 (100.0)	..	..	2.97 (100.0)
(b) Small factories	..	..	1.66 (100.0)	..	..	1.66 (100.0)
3. <i>Amritsar</i>	..	..	3.46 (99.1)	0.03 (0.9)	..	3.49 (100.0)
(a) Large factories	..	..	3.85 (100.0)	..	..	3.85 (100.0)
(b) Small factories	..	..	3.11 (98.4)	0.05 (1.6)	..	3.16 (100.0)
4. <i>Mysore</i>	..	..	2.13 (99.5)	0.01 (0.5)	..	2.14 (100.0)
(a) Large factories	..	..	1.90 (99.0)	0.02 (1.0)	..	1.92 (100.0)
(b) Small factories	..	..	2.25 (100.0)	..	..	2.25 (100.0)
5. <i>Residual</i>	..	..	4.17 (99.5)	0.01 (0.3)	0.01 (0.2)	4.19 (100.0)
(a) Large factories	..	..	4.63 (99.6)	0.01 (0.2)	0.01 (0.2)	4.65 (100.0)
(b) Small factories	..	..	3.48 (99.7)	0.01 (0.3)	..	3.49 (100.0)
6. <i>All India</i>	..	..	4.25 (99.8)	0.01 (0.2)	..	4.26 (100.0)
(a) Large factories	..	..	4.70 (99.8)	0.01 (0.2)	..	4.71 (100.0)
(b) Small factories	..	..	3.43 (99.7)	0.01 (0.3)	..	3.44 (100.0)

3.05. In silk factories in Bombay City and its Suburbs and Srinagar wages cost consisted solely of basic wages and dearness allowance. Among other centres the other two elements viz., Incentive Bonus and Attendance Bonus also had some share. The proportion of Incentive Bonus was 0.9 per cent. of the total wage cost in Amritsar whereas in other centres i.e., Mysore and the Residual Group it was insignificant. Only some of the large factories in the Residual Group reflected some payment of Attendance Bonus but it constituted only 0.2 per cent. of the sums recorded under the group "wages"

3.06. Thus estimates for the country as a whole show that under the group "wages" basic wages and dearness allowance alone accounted for 99.8 per cent., Incentive Bonus for nearly 0.2 per cent. and payments in the shape of Attendance Bonus were insignificant.

3.07. *Premium Pay for Overtime and Late Shifts*—Only the premium part of the payments made for overtime or late shift workings were recorded under this group. That is, if workers were paid one and a half times their normal rates of wages for working late hours only the extra amount paid to them, i.e., one-half in this case, was recorded.

3.08 From the figures given in Statement 8.02 it would be noticed that no such payments were reflected in three of the centres, namely Bombay City and its Suburbs, Srinagar and Amritsar. Only in large size factories in Mysore and the Residual Group some premium payments for overtime and late shift were reflected and they constituted 0.5 and 0.4 per cent. of the total labour cost in such factories. However, if all the factories in these two centres are taken into account these payments formed a totally insignificant part of the labour cost in Mysore whereas in the Residual Group they constituted 0.2 per cent. of the total.

3.09. It is on account of reflection of such payments in the above mentioned two centres that in the country as a whole they constituted 0.2 per cent. of the labour cost in the industry.

3.10. *Bonuses*—Next to "Wages" and "Social Security Contributions", 'Bonuses' constituted the most important element of the labour cost in the industry. Under this group data were collected in respect of payments made in the shape of Festival, Year-End, Profit sharing and other similar types of bonuses paid each year to employees. It would be seen from Statement 8.02 that these bonuses accounted for nearly 2.8 per cent. of the total labour cost in the industry as a whole. Its percentage was much higher in larger factories being 3.4 as compared to smaller size factories where it was only 1.1. A study of data in respect of each individual centre would show that no such payments were being made in any of the factories in Srinagar and Mysore. The percentage of this component was highest (3.8) in Bombay City and its Suburbs and lowest (nearly 2) in the Residual Group. In silk factories in Amritsar it constituted 2.8 per cent. of the total labour cost.

3.11. A break up of the figures by sub-group shows that with the exception of Bombay City and its Suburbs elsewhere all payments made under this group were only in the shape of Year-End Bonus. In Bombay City and its Suburbs some of the smaller factories paid festival bonus. This sort of bonus accounted for nearly Re. 0.01 out of a total of Re. 0.09 estimated to have been paid as bonus by smaller factories. In other words festival bonus accounted for only 11.1 per cent. of the total sum paid as bonus by the smaller factories. Thus the amount formed almost an insignificant proportion of the total labour cost not only in the all-India context but also in Bombay City and its Suburbs.

3.12. *Other Cash Payments*—Figures given in Statement 8.02 would show that other cash payments constituted the same proportion as premium payments overtime and late shift, i.e., 0.2 per cent. of the total labour cost. However, a major difference between the two is that while premium payments were confined to large size factories the other cash payments were limited to smaller factories everywhere except the Residual Group. In large size factories in the country such payments accounted for 0.2 per cent. whereas in smaller factories it constituted 0.3 per cent. of the total labour cost.

3.13. As between different centres this component ranged from nil in Bombay City and its Suburbs to 0.9 per cent. in Mysore. In almost all the centres the main form of cash payments were the gratuitous amounts paid to employees on important festivals or other such occasions like *Divali*, *Dushehra* or *Ayudha Puja*. Only in a few cases such payments consisted of certain allowances such as house rent.

3.14. *Payments in Kind*—In the country as a whole this component formed only 0.2 per cent. of the total labour cost in the industry. Such payments were reflected only in Mysore and the Residual Group. In Mysore payments in kind were being made only in large size factories where it amounted to 0.5 per cent. of the total labour cost. But if both large and small size factories are taken together such payments were almost insignificant. In the Residual Group this component featured in large as well as small size factories where it formed 0.9 per cent. and 0.3 per cent. respectively of the total cost. However, taking all the factories in this group this element formed only 0.7 per cent. of the total. Payments in kind were mainly in the shape of some gifts to workers on the occasions of important festivals e.g., *Divali* and *Dushehra*.

3.15. *Social Security Contributions*—Next to "Wages" expenses incurred by employers on items of Social Security for their employees were the most important element constituting slightly more than 5 per cent. of the total labour cost. Information in respect of this element of labour cost was collected under two heads; (a) Obligatory—i.e., those expenses which the employers were required to incur in compliance to certain labour laws, and (b) Non-Obligatory—i.e., those social security contributions which the employers were making on a voluntary basis without any legal compulsion. The following Statement shows the estimated cost of social security contributions under each item for which information was collected.

**STATEMENT 8.04**  
**Cost of Social Security Contributions Per Manday Worked**

Centre	Obligatory										(In Rupees)
	Provident Fund	Retirement compensation	Lay off	Employees' State Insurance Contribution	Compensation for	Maternity benefits	Dependants allowance	Others	Total	Non-obligatory	Total of obligatory and non-obligatory contributions to the labour cost
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(xi)	(xii)	(xiii)
<b>1. Bombay City and its Suburbs</b>	..	0.26 (76.5)	0.02 (5.9)	..	0.05 (14.7)	..	..	0.01 (2.9)	0.34 (100.0)	..	0.34 5.9
(a) Large factories	..	0.31 (77.5)	0.02 (5.0)	..	0.06 (15.0)	..	..	0.01 (2.5)	0.40 (100.0)	..	0.40 6.6
(b) Small factories	..	0.08 (57.2)	0.01 (7.1)	..	0.05 (35.7)	..	..	..	0.14 (100.0)	..	0.14 2.9
<b>2. Srinagar</b>	..	..	..	0.25 (100.0)	..	..	..	..	0.25 (100.0)	..	0.25 7.9
(a) Large factories	..	..	..	0.27 (100.0)	..	..	..	..	0.27 (100.0)	..	0.27 8.1
(b) Small factories	..	..	..	..	..	..	..	..	..	..	..
<b>3. Amritsar</b>	..	0.10 (47.6)	0.05 (23.8)	0.02 (9.6)	0.04 (19.0)	..	..	..	0.21 (100.0)	..	0.21 5.5
(a) Large factories	..	0.21 (60.0)	0.04 (11.4)	0.05 (14.3)	0.03 (14.3)	..	..	..	0.35 (100.0)	..	0.35 7.9
(b) Small factories	..	0.06 (75.0)	..	0.02 (25.0)	..	..	..	..	0.08 (100.0)	..	0.08 2.4

STATEMENT 8.04—contd.

	(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)	(xiv)
4. Mysore	..	..	0.10 (76.9)	0.01 (7.7)	..	0.02 (15.4)	..	..	..	..	0.13 (100.0)	..	0.13	5.6
(a) Large factories	..	..	0.11 (73.4)	0.02 (13.3)	..	0.02 (13.3)	..	..	..	..	0.15 (100.0)	..	0.15	6.9
(b) Small factories	..	..	0.09 (75.0)	0.01 (8.3)	..	0.02 (16.7)	..	..	..	..	0.12 (100.0)	..	0.12	5.0
5. Residual	..	..	0.14 (77.8)	..	..	0.03 (16.7)	..	..	..	..	0.18 (100.0)	0.01	0.19	4.1
(a) Large factories	..	..	0.22 (81.5)	..	..	0.04 (14.8)	..	..	..	..	0.27 (100.0)	0.01	0.28	5.3
(b) Small factories	..	..	0.02 (50.0)	0.01 (25.0)	..	0.01 (25.0)	..	..	..	..	0.04 (100.0)	..	0.04	1.1
6. All India	..	..	0.18 (75.0)	0.01 (4.2)	..	0.04 (16.6)	..	..	..	..	0.24 (100.0)	..	0.24	5.1
(a) Large factories	..	..	0.25 (75.8)	0.01 (3.0)	..	0.05 (15.1)	..	..	..	..	0.33 (100.0)	..	0.33	6.2
(b) Small factories	..	..	0.05 (55.6)	0.02 (22.2)	..	0.02 (22.2)	..	..	..	..	0.09 (100.0)	..	0.09	2.5

(Figures in brackets are percentages to the total shown in Col. xi).

3.16. Statistics given above would show that in the industry as a whole social security contributions formed 5.1 per cent. of the total labour cost. The percentage in respect of individual centres ranged from 4.1 in the Residual Group to 7.9 in Srinagar. Such a high figure for Srinagar was largely due to heavy amounts paid to employees in one of the large State-owned silk factories during the year as compensation for lay off which involved large number of workers for a considerable period of time. Apart from this no other expenses were incurred under this group in this centre. Therefore, if Srinagar is not taken into account silk factories in Bombay City and its Suburbs reflect the highest figure of 5.9 per cent. In the centres this component was much higher in large factories as compared to smaller ones.

3.17. The sole element of this component in all the centres, except the Residual Group, was obligatory contributions. Even in the Residual Group non-obligatory contributions constituted only about 5 per cent. of the total cost in this group and were mainly on account of voluntary provident fund schemes or pensions. Of the total amount paid as obligatory contributions, sums paid as employers' share to provident fund schemes alone accounted for 75 per cent. of the total. The next important element was contributions of the employers to the Employees' State Insurance Scheme which constituted nearly 17 per cent. of the obligatory contributions. The only other two types of expenses were retrenchment and lay off compensations payable by the employers under the Industrial Disputes Act and each formed roughly 4 per cent. of the total under this group. Taking the total labour cost per manday worked these four items i.e., employers' contributions to provident fund and Employees' State Insurance, as well as retrenchment and lay off compensation accounted for Re. 0.24 of the total. The above analysis should not give the impression that no expenses were incurred at all by employers on account of payment of compensation for employment injury, occupational diseases, maternity benefit or dependants' allowance, etc. Some of the units did report payment of compensation for employment injury and maternity benefit but the number of such units was so small that their overall share was almost insignificant.

3.18. *Subsidies*—Under this head data were collected in respect of expenditure incurred by employers on providing various types of facilities and services for workers and their family members. The facilities listed were: Medical and Health Care, Canteens, Restaurant and Other Food Services, Company Housing, Building Fund, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (e.g., Library, Reading Rooms, etc.), Recreational Services (Clubs, Sports, Theatres, Cinemas, etc.), Transport, Sanitation (at work places), Drinking Water Facilities, Vacation Homes, etc. The amounts recorded were net payments by the employers including depreciation but not capital expenditure. In the course of the pilot survey it was found that in most of the cases employers either did not maintain any records separately for the above mentioned items or expenses related not only to the persons falling within the scope of the study but also to others. Consequently, the field staff was asked to obtain estimates from employers wherever separate statistics were not available. In case any expenses were incurred on workers covered by the study as well as on other

**STATEMENT 8.05**  
**Cost of Subsidies Per Manday Worked**

(Lt. Rupees)													
Centre	Medical and Health Services	Canteens and Other Food Services	Restaurant Other Food Services	Company Housing	Coaches	Cultural Services	Recreational Services	Transport	Sanitation	Drinking Water	Building Fund, Credit Unions, Educational Services, Vacation Homes, Other Family Services	Total	Percentage of subsidies cost to total labour cost
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)	(xiv)
1. Bombay City and its Suburbs													
(a) Large factories	.. 0.01 (33.4)	..	..	..	..	..	..	..	0.01 (33.3)	0.01 (33.3)	..	0.03 (100.0)	0.5
(b) Small factories	..	..	..	..	..	..	..	..	0.01 (50.0)	0.01 (50.0)	..	0.02 (100.0)	0.4
2. Srinagar													
(a) Large factories	.. 0.04 (57.1)	..	..	..	..	..	..	..	0.03 (42.9)	..	..	0.07 (100.0)	2.2
(b) Small factories	..	..	..	..	..	..	..	..	0.04 (50.0)	..	..	0.08 (100.0)	2.4
3. Amritsar													
(a) Large factories	..	0.00	..	..	..	..	..	..	0.02 (66.7)	0.01 (33.3)	..	0.03 (100.0)	0.8

(a) Large factories	..	..	0.01 (25.0)	..	..	..	..	0.02 (50.0)	0.01 (25.0)	..	0.04 (100.0)	0.9
(b) Small factories	..	..	..	..	..	..	..	0.02 (100.0)	..	..	0.02 (100.0)	0.6
4. Mysore	..	..	0.01 (20.0)	..	0.01 (20.0)	..	0.01 (20.0)	0.01 (20.0)	..	..	0.05 (100.0)	2.1
(a) Large factories	..	..	0.01 (14.3)	..	0.02 (28.5)	0.01 (14.3)	..	0.01 (14.3)	0.01 (14.3)	..	0.07 (100.0)	3.2
(b) Small factories	..	..	..	..	..	..	0.01 (33.4)	0.01 (33.3)	..	..	0.03 (100.0)	1.2
5. Residual	..	..	0.01 (16.7)	..	0.01 (16.7)	..	..	0.01 (33.3)	..	..	0.06 (100.0)	1.3
(a) Large factories	..	..	0.01 (12.5)	..	0.02 (25.0)	0.01 (12.5)	..	0.01 (25.0)	..	..	0.08 (100.0)	1.5
(b) Small factories	..	..	..	..	..	..	..	0.01 (50.0)	0.01 (50.0)	..	0.02 (100.0)	0.6
6. All India	..	..	0.01 (25.0)	..	..	..	..	0.02 (50.0)	0.01 (25.0)	..	0.04 (100.0)	0.9
(a) Large factories	..	..	0.01 (20.0)	..	0.01 (20.0)	0.00 (0.0)	..	0.02 (40.0)	0.01 (20.0)	..	0.05 (100.0)	0.9
(b) Small factories	..	..	..	..	..	..	0.00 (0.0)	0.01 (50.0)	0.01 (50.0)	..	0.02 (100.0)	0.5

(Figures shown in the brackets are percentages).



employees the amount was estimated for workers covered by the study on the basis of the proportion they formed to the total employees concerned. The Statement 8.05 shows the cost of subsidies per manday worked in various strata as revealed by the data collected.

3.19. The cost of subsidies constituted only 0.9 per cent. of the total labour cost. As in the case of other items its percentage, was higher in larger factories (0.9 per cent.) and much lower in smaller ones (0.5 per cent.). As between different centres the proportion of cost of this component was highest in Srinagar (2.2 per cent.) and lowest in Bombay City and its Suburbs (0.5 per cent.).

3.20. The main items of this component in almost all the centres were expenses on sanitation at workplaces, medical and health services and facilities for drinking water. The first item constituted 50 per cent. of the total expenses on subsidies in the country as a whole. Its share was lowest in Mysore (20 per cent.) and highest in Amritsar (66.7 per cent.). A noticeable feature of this item is that in all the centres (except Srinagar) it formed one-third (e.g., Mysore) to cent. per cent. (e.g., Amritsar) of the total expenses on subsidies in smaller factories covered. But in larger factories its proportion ranged from 14 to 50 per cent. only. None of the smaller factories covered in Srinagar reported any expenditure on this item presumably because factories were mostly located in the residences of owners.

3.21. Medical and Health Services e.g., hospitals and dispensaries and drinking water facilities accounted equally for the remaining half the expenses on subsidies. In all the centres mainly large size factories reported expenses on these items. Between different centres, expenses on Medical and Health Services ranged from nil or negligible in Amritsar to 57 per cent. of the total cost of subsidies in Srinagar. Overall expenses of large and small size factories on providing drinking water facilities was reported to be nil or negligible in almost all the centres. Expenses on Medical and Health Services, Sanitation and Drinking Water accounted for 0.2, 0.4 and 0.2 per cent. respectively of the total labour cost.

3.22. As regards other items expenses of any significant proportion to feature in the estimates were reported from only a few centres. For instance, expenses on canteens are reflected only in respect of Amritsar, company housing and recreational services in Mysore, and transport services in Mysore as well as the Residual Group.

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## Appendix I

### *A Brief Note on the Sample Design and the Method of Estimation Adopted*

#### 1. Sample Design—

1.1. For the Survey of Labour Conditions a stratified sampling design with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified, and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Units in each industry/regional stratum were divided into two size groups i.e., upper and lower. The cut off point used for the classification of units into two size groups was the same as used for the Wage Census conducted by the Bureau in 1958-59.

1.2. In regard to sample size it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reasonably good results. However, the experience of earlier Surveys had shown that in view of non-availability of up-to-date frames quite a large number of sampled establishments were found to have ceased functioning or to have changed the line of production when they were visited. In order to safeguard against undue shrinkage of the sample size due to such contingencies it was decided to suitably enlarge the sample size in the light of the experience of the Wage Census conducted by the Bureau and on the basis of a study of closures of establishments in the past few years as revealed from the annual list of registered factories. In the case of silk factories the sampling fraction thus ultimately adopted was 33.33 per cent. for upper size factories. In the case of lower size it was 16.66 per cent. for Bombay City and its Suburbs as well as Srinagar, and 20 per cent. for others.

1.3. Primary sampling units, namely registered factories, mines or plantations within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper size class and the rest in the lower size class. From these size groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of silk factories was the list of Registered Factories for the year 1958 for all States except Mysore and Srinagar. For these two the 1957 list, which was the latest available, was used.

## 2. Method of Estimation

2.1. In the course of this Survey various characteristics were studied. Some of which were correlated with employment whereas there were others which were not correlated with employment. Consequently, slightly different methods were used for working out estimates for these two cases. For estimating the totals of those characteristics which are highly correlated with employment, such as absenteeism, labour turnover, earnings, labour cost, size of employment was used as blowing up factor. On the other hand, for estimating the totals of those characteristics which are not directly correlated with employment, such as, daily hours of work, units levying fines, etc., number of units was used as blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

2.2. More precisely, in any stratum the estimates for the total of characteristics not correlated with employment has been obtained as—

$$X = \frac{N_u}{n_u} \cdot \frac{N'_u}{n_{u'}} \sum_i X_{iu} + \frac{N_L}{n_L} \cdot \frac{N'_L}{n_{L'}} \sum_i X_{iL} \dots\dots\dots (1)$$

The summation extending over all the units in the stratum. Where X = the estimated total of the characteristic for a particular stratum;

$N_u$  and  $N_L$  = the number of units in the original population as featuring in the 1958\* list, which was used as frame, in the upper and lower size groups respectively of the stratum concerned;

$N'_u$  and  $N'_L$  = the number of units which featured in the 1958 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size groups respectively of the stratum concerned;

$n_u$  and  $n_L$  = the total number of units in the sample (from 1958\* list) in the upper and lower size groups respectively of the stratum concerned;

$n_{u'}$  and  $n_{L'}$  = the number of sampled units, which were found at the time of the survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum concerned;

$X_{iu}$  and  $X_{iL}$  = the total of the characteristic X in the i-th sample unit of the upper and lower size groups respectively of the stratum concerned.

The total for an industry comprising several strata is obtained by summing up the totals obtained on the basis of the above formula for each one of the strata of the industry.

\* 1957 in case of Mysore and Srinagar.

2.3. In any stratum the estimate for the characteristic  $Y$  correlated with employment is given by.

$$Y = \frac{E_{Nu} - N_{u'}}{E_{nu} - n_{u'}} \sum_i Y_{iu} + \frac{E_{NL} - N_{L'}}{E_{nL} - n_{L'}} \sum_i Y_{iL} \dots\dots\dots (2)$$

The summation extending over all units in the Stratum

where  $Y$  = the estimated total of the characteristic  $Y$  for a particular stratum.

$E_{Nu} - N_{u'}$  and  $E_{NL} - N_{L'}$  = the total employment in  
 $n_u - n_{u'}$  and  
 $n_L - n_{L'}$  sampled  
units respectively.

$y_{iu}$  and  $y_{iL}$  = the total of the characteristic  $Y$  in the  $i$ -th  
sample unit of the upper and lower size  
groups respectively of the stratum concerned.

The total for an industry, comprising several strata is obtained by summing up the totals obtained on the basis of the above formula for each one of the strata of the industry.

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**APPENDIX II**  
**GOVERNMENT OF INDIA—MINISTRY OF LABOUR AND**  
**EMPLOYMENT**  
**LABOUR BUREAU**  
**SURVEY OF LABOUR CONDITIONS**

**I. IDENTIFICATION :**

1. Industry .. .. .
2. Name of the unit .. .. .
3. Address (i) State .. .. .
- (ii) District .. .. .
- (iii) City/Town .. .. .
- (iv) Locality .. .. .
4. (a) Stratum.....(b) Size.....Upper/Lower\*
5. Sector.....Private/Public\*

**II. Employment**

1. *Composition of the labour force*—Give the number of persons employed in the unit in the table below on the specified date (i.e.....)

	Men	Women	Children	Total
(i)	(ii)	(iii)	(iv)	(v)
(i) Persons covered by the Factories Act/Mines Act, as the case may be:				
(a) Professional, Technical and related Personnel .. .. .				
(b) Administrative, Executive and Managerial Personnel .. .. .				
(c) Clerical and related workers (including supervisory) .. .. .				
(d) Production and related workers (including supervisory)—				
1. <i>Employed directly</i> —				
(i) Time-rated .. .. .				
(ii) Piece-rated .. .. .				
(iii) Unpaid workers .. .. .				
2. <i>Employed through contractors</i> —				
(i) Time-rated .. .. .				
(ii) Piece-rated .. .. .				
(e) Watch and Ward and Other Services				
Total ..				

Put a circle around the word applicable.

	Men	Women	Children	Total
(i)	(ii)	(iii)	(iv)	(v)
(ii) Persons not covered by the Factories Act/ Mines Act:				
(a) Professional, Technical and related Personnel .. .. .				
(b) Administrative, Executive and Mana- gerial Personnel .. .. .				
(c) Clerical and related workers (including supervisory) .. .. .				
(d) Watch and Ward and Other Services ..				
Total ..				
GRAND TOTAL ..				

(iii) Specify the departments in which women and children are employed and indicate the nature of work done by them.

Departments in which employed	No. employed		Nature of work done	Special reasons, if any, for their employment
	Women/ Children	All workers		
(i)	(ii)	(iii)	(iv)	(v)
(a) Women workers				
1. .. .. .				
2. .. .. .				
3. .. .. .				
(b) Children—				
1. .. .. .				
2. .. .. .				
3. .. .. .				

(iv) Specify the jobs on which contract labour is employed and ascertain the reasons why contract labour and not departmental labour is employed for these jobs.

Jobs on which contract labour is employed	Reasons for employment of contract labour
(i)	(ii)
1. .. .. .	
2. .. .. .	
3. .. .. .	
4. .. .. .	

2. *Employment Status*—Give in the following statement the number of departmental production workers (i.e. as under II-1(i)(d) 1 in each of the specified categories as on (the specified date).....

Category	No. of workers
(i)	(ii)
1. Permanent .. .. .	_____
2. Probationer .. .. .	_____
3. Temporary .. .. .	_____
4. Badli .. .. .	_____
5. Casual .. .. .	_____
6. Apprentice .. .. .	_____
7. Others (Specify) .. .. .	_____

### III. *Absenteeism*

1. Collect the following data for the twelve months before the specified date in respect of all production workers except *badli* and casual workers.

Serial No.	Month	Total No. of mandays worked	Total No. of mandays lost	Reasons for variations
(i)	(ii)	(iii)	(iv)	(v)
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				

## IV. LABOUR TURNOVER:

Collect the following data for a period of 12 months preceding the specified date in respect of all production workers employed directly except casual workers.

No. of working days in each month	Month	No. of workers employed on		Accessions	Separations				Total
		1st day	Last day		Discharge or dismissals	Quits	Retirement or death	Others (specify)	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
1. ..									
2. ..									
3. ..									
4. ..									
5. ..									
6. ..									
7. ..									
8. ..									
9. ..									
10. ..									
11. ..									
12. ..									



## V. LENGTH OF SERVICE:

1. Give the length of service of production workers employed directly as on the specified date.

Length of Service	No. of workers	
	Permanent	Non-permanent
(i)	(ii)	(iii)
(a) (i) Under 1 year .. ..		
(ii) 1 year but under 5 years ..		
(b) 5 years but under 10 years ..		
(c) 10 years but under 15 years ..		
(d) 15 years and over .. ..		
Total ..		

2. If the proportion of workers in any group or sub-group, particularly in group (a), is specially high give briefly the main reasons why it is high.

## VI. RECRUITMENT:

1. *System of recruitment*—What is the system of recruitment of all workers employed direct by the unit—

System of recruitment	Categories of workers recruited	Approximate percentage of workers recruited in this manner to the total labour force as on the specified date	Present system (specify categories)
(i)	(ii)	(iii)	(iv)
(a) <i>Direct recruitment</i> —			
(i) By employer at the factory gate			
(ii) through departmental heads			
(iii) through labour office ..			
(b) <i>Recruitment through intermediaries</i>			
(i) Mistries or Jobbers ..			
(ii) Recruiters .. ..			
(iii) Labour Contractors ..			
(c) Through Employment Exchanges			
(d) Other systems (specify) ..			

2. Has any attempt been made to systematise or regulate the employment of *badli* or casual labour? Yes/No/No such Labour\*

3. If yes, describe the manner in which it is being done.

\* Put a circle around the word applicable.

## VII. TRAINING AND APPRENTICESHIP:

1. Has the unit made any arrangements for the training of persons in any trade or occupation? Yes/No\*
2. If answer to (1) above is in the affirmative give the following details:—

Trade or occupation in which training is given	Persons entitled to receive training	Whether training is given under any regular scheme or on <i>ad hoc</i> basis	Period of training	Remuneration or allowance paid to trainees	Whether the unit guarantees employment to trainees	Total No. of seats on the specified date	No. of persons receiving training on the specified date	Total in the trade excluding apprentices
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)
1.								
2.								
3.								
4.								

3. Whether employers give any preferential treatment to persons who have already received some training in the institutes run by the Government.

Yes/No\*

4. Is there any written or verbal contract between apprentices and employers?

Written contract \_\_\_\_\_  
Verbal contract \_\_\_\_\_  
No contract\* \_\_\_\_\_

5. Are there any arrangements for supplementing on the job training with theoretical courses?

Yes/No\*

\* Put a circle around the word applicable.

## WAGES AND EARNINGS

VIII. Describe briefly the revisions† of wage rates in the unit from 1956 onwards—

Date of wage revision	Method followed‡	Extent of Revision					
		Minimum Basic Wage		Minimum Dearness Allowance			
		Before Revision		After Revision		Before Revision	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
						(ix)	(x)

IX. What is the pay period for workers in the unit

Pay period  
Month  
Fortnight  
Week  
Day\*

No. of workers [as in II-1(i)]

X. Give in the attached proforma earnings data for the pay period preceding the specified date.

\* Put a circle around the word applicable.

† Only revisions affecting more than ¼th of the workers are to be recorded.

‡ A—Discretion of management; B—Agreement between employers and employees; C—Award of Adjudicator or Arbitrator; D—Conciliation; E—Executive order of Govt.; F—Others (Specify).

## PROFORMA

(a) Pay period immediately preceding the specified date: From.....to.....19  
 (b) No. of working days in the pay period.  
 (c) Remarks.

Category of workers	Total No. of man-days worked in the pay period	Total amount earned as											Grand total
		Basic wage	Dearness allowance	Consolidated wages	Production or Incentive Bonus or pay	Night shift allowance	House rent allowance	Transport or conveyance allowance	Overtime pay or allowance	Food-grains concession (estimated)	Other cash allowances (specify)	Other concessions in kind (specify)	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)	(xi)	(xii)	(xiii)	(xiv)
1. All workers*	..												
2. Production workers (Employed directly)—													
(a) Men	..												
(b) Women	..												
(c) Children	..												
3. Lowest paid workers†—													
(a) Men	..												
(b) Women	..												
(c) Children	..												
4. Lowest paid contract workers													
(a) Men	..												
(b) Women	..												
(c) Children	..												
A. Total No. of mandays worked by :													
		(a) Clerical and related workers .....											
		(b) Watch and ward and other services .....											
B. Total amount earned by :													
		(a) Clerical and related workers .....											
		(b) Watch and ward and other services .....											

\* All persons deemed to be "workers" under the Factories or Mines Act as the case may be.

† Mention occupations.

XI. Give rates of wages and other allowances, etc., of the lowest paid (full-time) workers in the pay period in respect of which information is given in the preceding item.

Components	Direct Labour			Contract labour		
	Men	Women	Children	Men	Women	Children
(a) Basic wage ..						
(b) Dearness allowance						
(c) Consolidated ..						
(d) Other allowances						

Occupation(s)

XII. (a) (i) Whether the unit is paying separate dearness allowance		Yes/No*

(ii) If linked with cost of living index mention: Centre.....Base.....

(b) Give details of the dearness allowance paid in the statement below

System/Method of d.a. (†)	Category of workers entitled	No. of workers covered	Slab	Rate	Period
(i)	(ii)	(iii)	(iv)	(v)	(vi)

\* Put a circle around the word applicable.

(†) A—Linked to cost of living index number.

**B—Based on Income Slabs.**

C—Flat Rate.

**D—Others (Specify)**

**III. Details of the various allowances, etc., paid to workers may be recorded in the statement below—**

Name of allowance, etc.	Category of workers entitled	Qualifying conditions, if any, attached to the payment	Rate of payment
(i)	(ii)	(iii)	(iv)
1. Incentive Bonus (e.g. Production, Efficiency Bonus, etc.)			
2. Night-shift allowance .. ..			
3. House rent allowance .. ..			
4. Transport or Conveyance allowance			
5. Attendance bonus .. ..			
6. Other allowances, etc. (specify) ..			

**XIV. PROFIT-SHARING/OTHER BONUS :**

	Profit-Sharing	Other Bonus (Specify)
1. Is there any regular scheme for the payment of profit-sharing bonus/other bonus?	Yes/No.*	Yes/No.*
2. If there is a regular scheme give the following particulars:		
(i) Whether the scheme was framed—		
(a) Entirely by the management	(a)(b)*	(a)(b)*
(b) On the basis of voluntary agreement between workers and management.		
(ii) The year since when the scheme is in force		

Put a circle around the word applicable.

XIV. PROFIT-SHARING/OTHER BONUS—*contd.*

	Profit-Sharing	Other Bonus (Specify)
3. If there is no regular scheme state—		
(i) the basis on which bonus was last paid—		
(a) At the discretion of the management	(a)/(b)/(c)*	(a)/(b)/(c)*
(b) Voluntary agreement between workers and management		
(c) Adjudication award		
(ii) The year since when it is being paid almost regularly	Year—	Year—
4. Give the following particulars regarding manner of payment of bonus in the unit†—		
(a) Categories of workers covered .. ..		
(b) Mention the number of years for which bonus has been paid since 1956 ..		
(c) Year for which the bonus was last paid ..		
(d) Conditions attached to payment ..		
(e) Rate of payment .. ..		
(f) Mode of payment .. ..		

## XV. FINES :

- (i) Whether any notice has been exhibited in the unit specifying acts of commission or omission for which fines are imposed. .. .. Yes/No/ No fines imposed.\*
- (ii) Whether the list of acts of commission or omission for which fines are imposed approved by the State Government or the prescribed authority. .. .. Yes/No/No fines imposed.\*
- (iii) Is the amount of fine imposed on employees within the limits prescribed by the Payment of Wages Act? .. Yes/No/No fines imposed.\*
- (iv) Is there any fines fund in the unit? .. .. Yes/No/Q.D.A.\*
- (v) If there is a fines fund, state:
- (a) Balance as on— (the specified date) Rs. ————/Q.D.A.
- (b) Items of expenditure—

## XVI. DEDUCTIONS:

- (i) Are deductions made from wages of workers in conformity with the provisions of the Payment of Wages Act? Yes/No\*
- (ii) If no, mention types of irregularities—

\* Put a circle around the word applicable.

† If a regular scheme is in force give the information in respect of the regular scheme, otherwise in respect of the last bonus payment.

**XVII. Do the management maintain register as prescribed under the Payment of Wages Act for :**

- (a) Fines .. .. . Yes/No/No fines imposed.\*
- (b) Deductions for damages, etc. .. .. . Yes/No/No such deductions.\*
2. (a) Do the management exercise any control over the payment of wages to contract labour .. .. . Yes/No/Q.D.A.\*
- (b) If answer to (a) is yes, mention in what way.

**WORKING CONDITIONS**

**XVIII. Hours of work:**

1. Give the following details relating to hours of work, etc., applicable to majority of production workers:—

	Daily hours of work	Spread-over	Duration of rest interval	Weekly hours of work
(i)	(ii)	(iii)	(iv)	(v)
Adults .. .. .				
Children .. .. .				
Contract labour .. .. .				

2. Number of shifts worked by the unit .. .. . One/Two/Three/Four\*

3. (a) Is there any night shift in the unit? .. .. . Yes/No.\*

(b) If yes, give hours of night shift. .. .. .

4. (a) Is there any regular system of changing workers from one shift to another? .. .. . Yes/No\*

(b) If yes, mention the number of days after which workers are transferred from one shift to another.

5. Do workers working in night hours get any amenity or concession? .. .. . Yes/No/Q.D.A./Shift allowance/Free tea or coffee, etc./Reduced hours of work/Others (Specify)\*.

\* Put a circle around the word applicable.



**XIX. DUST AND FUMES:**

(a) Are there any manufacturing processes which give off considerable—

- (i) Dust .. .. . Yes/No\*  
 (ii) Fumes, vapour and gases .. .. . Yes/No\*

(b) If answer to any is yes, give the following details—

Dust		Fumes, vapour and gases	
Name of process	Department	Name of process	Department

(c) If such processes exist, what measures have been adopted by the management for preventing inhalation of dust/fumes, vapour and gases or its accumulation in rooms:

	Dust	Fumes, etc.
(i) Whether local exhaust ventilation is provided .. .. .	Yes/No*	Yes/No*
(ii) Whether dust suppression is carried out by the use of water (i.e., wet method adopted) .. .. .	Yes/No*	..
(iii) Whether general exhaust system is provided .. .. .	Yes/No*	Yes/No*
(iv) Whether dusty processes, etc., are isolated .. .. .	Yes/No*	Yes/No*
(v) Type of respiratory protection equipment provided and used ..	None at all/Dust Masks/Gas Masks/Gas Mask Fresh air breathing equipment/Other equipment (Specify)* Good/Average/Unsatisfactory*	
(vi) (a) House-keeping .. .. .		
(b) General remarks on house-keeping .. .. .		

(d) If no measure has been adopted mention how workers try to safeguard themselves.

\* Put a circle around the word applicable.

**XX. SEATING ARRANGEMENTS:**

(a) Whether suitable arrangements for sitting have been provided and maintained for all workers obliged to work in a standing position .. .. . Yes/No; Q.D. A.\*

(b) If no, reasons given by management for not providing seats.

**XXI. DISPOSAL OF TRADE WASTE AND EFFLUENTS:**

1. Is the effluent or trade waste properly treated in factory before it is discharged outside? .. Yes/No/No trade wastes, ..\*

2. Arrangements for the discharge of effluents or trade wastes Discharged in:  
river/drain/lake/pond/  
public sewer/public drain  
/public land/other methods (give details).\*

**XXII. CONSERVANCY:**

(a) Number of latrines and urinals maintained in the factory or workplaces---

	Latrines					Urinals	
	No.†	Type†	Method of disposal	No. of water taps provided in or near latrines	Whether properly screened [Write yes or no]	No.†	Whether properly screened [Write yes or no]
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)
For men ..							
For women ..							
Common for men & women							

† A—water borne sewer; B—water borne septic tank; C—Dry-type bore hole; D—Dry-type pan; E—Others (Specify). Write in the column only 'A' or 'B' or 'C', etc., as the case may be.

‡ Along with the no. of latrines, also specify within brackets the maximum number of workers employed.

(b) Type of construction of latrines and urinals—

	Construction [A—Temporary/B—Permanent]§	Whether Floors and Walls Impervious [Yes/No]	Whether walls are A—Plastered/B—Tarred and Impervious§
(i)	(ii)	(iii)	(iv)
Latrines .. ..			
Urinals .. ..			

\* Put a circle around the word applicable.

§ Write A or B in the col. as the case may be.

## XXIII. MEDICAL FACILITIES:

## 1. Does the unit maintain—

	Yes/ No	Number	Are they under the charge of trained per- sonnel	Accessible/ Inaccessible	Deficiencies
(i)	(ii)	(iii)	(iv)	(v)	(vi)
(a) First aid boxes					
(b) Ambulance Room					

||A—All under the charge of trained personnel. B—A few under the charge of trained personnel. C—None under the charge of trained personnel. Write A, B, or C in the column as the case may be.

## 2. Give the following details regarding the trained first-aiders in the unit—

- (a) Total No. of trained first-aiders .. .. No .....
- (b) Type of training received, e.g., St. Johns Ambulance, Red Cross, etc.

## 3. Does the unit provide medical facilities to its workers in addition to facilities provided by the Employees' State Insurance Corporation?

Yes/No\*

## 4. If yes, give the information in the following proforma:

	No.	No. of doctors		Other Staff†	No. of hours in a week for which part time doctors are available in hospital/dispensary/ambulance room
		Full time	Part time		
(i)	(ii)	(iii)	(iv)	(v)	(vi)
Dispensary .. ..					
Ambulance Rooms .. ..					
Hospital .. ..					

†e.g. (a) Nurses, (b) Compounders, (c) Dressers, (d) Nursing Orderlies, (e) Ward Boys, (f) Ayaas, (g) Midwives, (h) Others (Specify).

## 5. (a) If no, whether any arrangement made elsewhere for medical treatment of workers .. .. Yes/No\*

## (b) Describe briefly the arrangement made, specially mention whether the arrangement is in the shape of—

- (i) a contract with a medical practitioner to attend to workers; or
- (ii) an agreement with some hospital or dispensary ..

## (c) Are the medical facilities available to contract labour in the same way as to workers directly employed?

Yes/No/No contract labour.\*

## (d) If doctors are employed either whole-time or part-time, describe their duties. .. ..

\* Put a circle around the word applicable.

## LEAVE AND HOLIDAYS

XXIV. 1. Give in the following proforma leave and holidays with pay granted to workers—

Type of leave or holiday	Type of workers entitled	No. of days allowed in a year	Qualifying conditions	Rate at which payment is made to workers during leave or holiday period
(i)	(ii)	(iii)	(iv)	(v)
1. Earned leave .. ..				
2. Sick leave .. ..				
3. Casual leave .. ..				
4. Festival & National holidays .. ..				
5. Weekly off .. ..				
6. ‡				

2. Do workers get a weekly day of rest?

Yes/No\*

‡ If there are any other types of leave, not listed in the proforma, give information in respect of them separately in the blank space.

XXV. 1. Give below the total No. of all workers who were allowed earned leave in the preceding calendar year—

	No. of workers	Remarks
Up to 5 days .. .. .		
Over 5 up to 10 days .. .. .		
Over 10 up to 15 days .. .. .		
Over 15 up to 20 days .. .. .		
Over 20 up to 25 days .. .. .		
Over 25 up to 30 days .. .. .		
Over 30 days .. .. .		

2. Average number of workers employed in the preceding calendar year.....

## WELFARE OR OTHER AMENITIES

XXVI. FACILITIES FOR DRINKING WATER:

1. What predominant facility exists for the supply of drinking water in the unit? .. .. . Tap water/Tube wells/ Earthen pitchers/Buckets or drums.\*
2. In case earthen pitchers, buckets or drums are provided state whether they were clean or not .. .. . Clean/Not clean\*.

\* Put a circle around the word applicable.

3. Arrangements for the supply of water during summer months .. .. . No special arrangement  
Earthen pitchers/Iced  
water/Refrigerated wa-  
ter\*
4. Whether any drinking water point situated within 20  
feet of any washing place, urinal or latrine ? .. Yes/No\*

## XXVII. WASHING FACILITIES:

1. Type of washing facility provided by the management .. Troughs with taps or jets  
Wash basins with taps  
Taps on stand pipes  
Showers controlled by taps  
Circular troughs of the  
fountain type  
Water stored in recepta-  
cles  
No facility at all.\*
2. Means of cleaning:
- (a) Material supplied .. .. . \*Nothing/Soap/Nail brush/  
Towel/Any other ma-  
terial (Specify)†
- (b) Whether conveniently accessible to workers .. Yes/No/Q.D.A.\*
3. Whether separate washing facilities provided for women workers Yes/No  
No women employed.  
Q.D.A.\*
4. Whether facilities provided for women are properly screened Yes/No/No women  
employed/Q.D.A.\*

## XXVIII. BATHING FACILITIES—

1. No of bathrooms provided —
- |                                      | Number |
|--------------------------------------|--------|
| (a) For men .. .. .                  | _____  |
| (b) For women .. .. .                | _____  |
| (c) Common for men and women .. .. . | _____  |
2. If answer to 1 above is No, state the main reasons why it  
has not been provided.

## XXIX. LOCKERS:

1. Whether lockers for keeping clothes of workers have been  
provided by the management .. .. . Yes/No\*
2. If the unit is under statutory obligation to provide lockers  
and it has not done so or not provided sufficient numbers,  
give the reasons adduced by the management ..
3. Describe the type of lockers provided .. ..

---

\* Put a circle around the relevant words.

† Here specify the item supplied,

**XXX. REST SHELTERS :**

1. Has the unit provided rest shelters for its employees ? .. Yes/No\*

2. If answer to 1 above is in affirmative give the following details:

(a) No. of rest shelters .. .. .

(b) Standard of rest shelters:—

	Remarks
(i) Whether the building of the rest shelter is of the prescribed standard .. .. . Yes/No*	
(ii) Whether it affords adequate protection from weather .. .. . Yes/No*	
(iii) Whether the shelter is cool .. .. . Yes/No*	
(iv) Whether the shelter is maintained in a tidy condition .. .. . Yes/No*	
(v) Whether provision made for drinking water in the rest shelter .. .. . Yes/No*	
(vi) Whether sufficiently lighted .. .. . Yes/No*	
(vii) Whether sufficiently ventilated .. .. . Yes/No*	

(viii) State the main items of furniture

3. If rest shelters are statutory and have not been provided state the reasons given by the employer for not providing them.

**XXXI. CANTEENS :**

1. How many canteens exist in the unit? .. .. . No .....
2. What items are sold? .. .. . Tea/Coffee/Snacks/meals/ Others (specify)\*
3. Is it run by the .. .. . Management/Contractor/ Jointly by management and workers/ Others (specify)
4. Sale of items .. .. . At subsidised rates  
No profit no loss basis  
Market price\*
5. Has any Canteen Managing Committee been appointed? Yes/No\*
6. Who fixes the prices? .. .. . Canteen Managing Committee  
Management  
Contractor\*  
Others (specify)\*
7. In case prices are approved by the Canteen Managing Committee, is the approved price list displayed in the canteen? .. .. . Yes/No\*

\* Put a circle around the word or words applicable.

8. In case the management of the unit subsidises the canteen give the following details—

- (a) Is it paid regularly every year? .. .. Regularly  
Occasionally\*
- (b) Purpose for which it is paid .. .. To meet losses\*  
To supply articles at cheap rates†

9. Average daily number of workers visiting the canteen No .....

10. If the average daily number of workers visiting the canteen is small and the canteen is not very popular among workers mention briefly the main reasons given by workers why they do not use the canteen.

11. Is there drinking water facility in the canteen? .. .. Yes/No\*

12. If the canteen is statutory and has not been provided give reasons adduced by the management.

### XXXII. CRECHES :

1. Does the unit maintain a creche? .. .. Yes/No/No women employed\*

2. If answer is yes, mention whether—

(Remarks)

- (a) the creche is situated in congenial surroundings .. .. Yes/No\*
- (b) the creche building conforms to the standard laid down .. .. Yes/No\*
- (c) the creche is properly lighted and ventilated .. .. Yes/No\*
- (d) the creche is adequately furnished .. .. Yes/No\*
- (e) the creche is maintained cleanly .. .. Yes/No\*

3. Are the children attending the creche supplied—

(Remarks)

- (a) Toys .. .. Yes/No\*
- (b) Clean clothes .. .. Yes/No\*
- (c) Soap .. .. Yes/No\*
- (d) Towels .. .. Yes/No\*
- (e) Milk .. .. Yes/No\*
- (f) Refreshments .. .. Yes/No\*

4. State the average daily number of children attending the creche during the preceding three months

5. Mention the staff appointed for the creche (e.g., Ayahs, Nurses, etc.)

6. Is the creche facility available to children of women employed by contractors? .. .. Yes/No\*

7. If creche is statutory and has not been provided, give reasons adduced by the management.

\* Put a circle around the word applicable.

† In case of some other purposes not enumerated above write in the blank space,

## XXXIII. RECREATION FACILITIES :

1. Has the management made any arrangement for the recreation of workers? .. .. Yes/No\*

2. If yes, give the scope of recreation facilities--

- |                    |    |    |    |                                       |
|--------------------|----|----|----|---------------------------------------|
| (a) Out-door games | .. | .. | .. | Foot Ball/Hockey/Volley Ball/Cricket† |
| (b) In-door games  | .. | .. | .. | Carrom/Table Tennis/Cards/Chess†      |
| (c) Radio Sets     | .. | .. | .. | No.....                               |
| (d) Dramas         | .. | .. | .. | Yes/No*                               |
| (e) Film Shows     | .. | .. | .. | Yes/No*                               |

3. (1) Are the above facilities available to (a) all workers, only (b) certain specified categories of workers (specify), (c) those workers who pay some subscription\*

Remarks‡  
(Including number)

(2) If the facility is provided to only those who pay subscription then mention—

(i) The rate of subscription.

(ii) No. of workers paying subscription on the specified date No.....

4. How are the recreational facilities financed?

Whether they are financed—

- (a) From the Welfare Fund of the unit.  
 (b) From *ad-hoc* contributions by the management.  
 (c) Solely by contributions of workers  
 (d) Other ways (Specify)\*

5. How recreation facilities are managed or administered?

(a) Directly by employers. .. .. Yes/No\*

(b) Indirectly by employers through some officers e.g. Labour Officer, Welfare Officer, etc. Yes/No\*

(c) (i) Through a Committee .. .. Yes/No\*

(ii) If yes, give below the following information:

1. Composition of the Committee (*i.e.* number of representatives of management and workers).
2. The tenure of members.
3. Procedure for selecting representatives.

6. Does the unit organise religious and/or social functions. .. .. Yes/No\*

\* Put a circle around the word applicable.

† Put a circle around the item provided. In case there are items not enumerated mention them also.

‡ See Instructions.



## XXXIV. EDUCATION FACILITIES:

1. (i) Does the unit run any school for workers' children? Yes/No\*

(ii) If yes, give the following details—

Standard i.e., Primary, Middle, or High School, Intermediate or Degree College	No. of schools	No. of students on roll on the specified date	Whether schools are (a) exclusively for workers' children or (b) for others also
(i)	(ii)	(iii)	(iv)
(a) _____			
(b) _____			
(c) _____			
(d) _____			
(e) _____			

(iii) Whether any fee is charged from children  
attending these schools .. .. Yes/No\*(iv) Whether books, slates, pencils, etc., are  
supplied free to children attending the  
schools .. .. Yes/No\* Articles supplied free(v) Does the management pay any scholar-  
ships to workers' children? .. .. Yes/No\*2. Does the management pay any subsidy to any  
school for providing educational facilities to  
workers' children? .. ..

No

Regular subsidy

Occasional subsidy\*

## 3. Adult Education Centres—

	No. of centres	No. on roll on the specified date	Total No. educated in the preceding calendar year
(a) Inside the factory premises .. ..			
(b) Outside the factory premises .. ..			

\* Put a circle around the word applicable.

## XXXV. HOUSING :

1. Has the management provided any houses for workers? Yes/No\*

2. If yes, give the following details—

Accommodation (e.g., one, two, three, four rooms, etc.	No. of houses	Whether kutchra or pucca built	Type of employees to whom usually given	No. of workers allotted houses	Rent charged
(i)	(ii)	(iii)	(iv)	(v)	(vi)
1. _____					
2. _____					
3. _____					
4. _____					
5. _____					
6. _____					

3. (a) Are workers given any facility for building their own houses?

Yes/No.\*

(b) If yes, give the following particulars—

Nature of facility	Type of workers entitled	Amount or extent (give note also)	Conditions attached (e.g., rate of interest, period of re- payment in case of loan)
(i)	(ii)	(iii)	(iv)
1. Loan for house building ..			
2. Concessional supply of land ..			
3. Free supply of land .. ..			
4. Supply of building material (Free or concessional) ..			
5. Any other assistance (specify) ..			

## XXXVI. TRANSPORT FACILITIES :

1. Does the unit provide free or concessional transport facilities to workers from their residence to work-place and back? Yes/No\*

2. If yes, are workers not provided with transport facility paid any special allowance? Yes/No\*

\* Put a circle around the word applicable.

**XXXVII. OTHER AMENITIES:**

1. (a) Is there any grain-shop run by the employer? Yes/No\*
- (b) Whether articles are sold at  
Market price  
Cost price  
Subsidised rates\*
2. (a) Is there any co-operative? Yes/No\*
- (b) If yes, mention whether it is a  
Credit Society .. .. . Yes/No\*  
Co-operative Store .. .. . Yes/No\*  
Housing Society .. .. . Yes/No\*  
Multi-purpose Society .. .. . Yes/No\*
- (c) Does the management give any financial or other aid to the Society? Yes/No\*
- (d) Give brief details of the activities of Co-operative Society (Societies).
3. (a) Has the unit provided any protective clothing and/or similar other facility to workers? Yes/No\*
- (b) If yes, give details.

**SOCIAL SECURITY****XXXVIII. PROVIDENT FUND :**

1. Is there any Provident Fund Scheme for employees of the unit? Yes/No\*
2. If yes, give the following details—

Name of the Scheme	Date of introduction	Categories of employees covered	Conditions prescribed for membership	Rates of contribution		Membership on the specified date
				Employers	Employees	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1. Employees' Provident Fund Scheme.						
2. Others†						

**XXXIX. PENSION:**

1. (a) Does the management pay any pension to employees? Yes/No\*
- (b) Whether pension is paid in addition to provident fund Yes/No\*
2. If yes, give details on the following points:‡
- (a) Whether the scheme is regular or pension is paid at the discretion of management. Regular/Discretionary
- (b) Categories of employees covered.
- (c) Conditions prescribed for eligibility to pension.
- (d) Rate at which pension is paid.
3. No of workers receiving pension on the specified date Number.....
4. In case there is any Pension Scheme for contract labour, give the same details as in 2 above.

\* Put a circle around the word applicable.

† Mention whether the scheme(s) is under any award, etc., or introduced voluntarily by the management.

‡ If there are more than one scheme, information should be given separately.

**XL. GRATUITY SCHEMES:**

1. Does the management pay gratuity to employees when they retire from service? Yes/No\*
2. Is gratuity paid to dependants in case of death of employees? Yes/No\*
3. In case gratuity is paid, give the following details—
  - (a) Whether gratuity is paid under any regular scheme or paid at the discretion of management and there is no regular scheme. Regular Scheme\*  
Paid at the discretion of the management
  - (b) Categories of workers covered.
  - (c) Is there any such scheme for contract labour? Yes/No\*
  - (d) Qualifying conditions prescribed—
    - (i) Direct labour.
    - (ii) Contract labour.
  - (e) Rate at which gratuity is paid—

	Direct labour	Contract labour
(i) On retirement		
(ii) Death		
(iii) Voluntary resignation		
(iv) Termination of service by employer		

4. Total No. of workers to whom gratuity was paid in the preceding calendar year. No. ....

**XLI. MATERNITY BENEFIT :**

Give the following details regarding maternity benefit paid in the preceding calendar year—

	Direct labour	Contract labour
(a) Total number of claims made during the year	No. ....	No. ....
(b) Total number of claims accepted for payment during the year	No. ....	No. ....

**XLII. WORKMEN'S COMPENSATION :**

1. Give the following details regarding industrial accidents during the preceding calendar year—

No. of persons involved in accidents resulting in—	Direct labour	Contract labour
(i) Death		
(ii) Permanent Disability		
(iii) Temporary Disability		

2. Do workers of the unit suffer from any occupational diseases?

Yes/No\*

3. If yes, give the following details—

- (a) Name of occupational disease
- (b) Brief description of the disease
- (c) Processes which cause the disease

4. No. of cases in which compensation was paid for occupational diseases in the preceding calendar year

(a) No .....  
(b) Amount paid .....

\* Put a circle around the word applicable.

**XLIII. STANDING ORDERS:**

1. Has the unit framed any Standing Orders? Yes/No\*
2. If yes, give the following details—
  - (a) Act under which the Standing Orders have been framed \_\_\_\_\_
  - (b) Whether the Standing Orders have been certified or not
 

Certified\*  
Not certified.
  - (c) Category of employees covered by the Standing Orders
 

Workers†  
Clerical staff.  
Watch and ward staff.
3. If no Standing Orders have been framed, record the reasons for their not being framed as given by—
  - (a) Management.
  - (b) Trade Union of workers.
  - (c) If Trade Union does not exist then by workers.

- XLIV.** 1. Has the unit appointed a Labour and/or Welfare Officer? Labour Officer\*  
 (Indicate numbers, if more than one) Welfare Officer  
Personnel Officer  
Appointed None appointed

2. If a Labour/Personnel or Welfare Officer has been appointed mention his duties.
3. Does the Labour or Welfare Officer appear before Tribunals, etc., on behalf of the management in industrial disputes? Yes/No\*

**XLV. GRIEVANCE PROCEDURE:**

1. Is there any regular prescribed procedure in the unit for attending to grievances of workers. Yes/No\*
2. If yes, give the details of the procedure prescribed for redressal of grievances of workers.
3. If there is no regular prescribed procedure describe how workers' grievances are redressed.

**XLVI. TRADE UNIONS :**

1. Are workers of the unit organised into a trade union (s) ? Yes/No\*
2. If yes, give the following details regarding the union or unions:—

Name of the union	No. of workers who are members	Whether registered or not [Yes/No]	Name of the Central Trade Union Organisation to which affiliated	Whether recognised by the management or not [Yes/No]
(i)	(ii)	(iii)	(iv)	(v)
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____
4. _____	_____	_____	_____	_____

\* Put a circle around the word applicable.

† Tick mark the category of employees.

3. If union is not recognised give briefly the main reasons therefor.
4. Describe the main activities of each of the unions under the following heads :  
Name of the Union—
- (1) Adult education.
  - (2) Welfare.
  - (3) Recreation.
  - (4) Securing claims under labour Acts.
  - (5) Relief to distressed members or their dependants.

#### WORKS COMMITTEES OR JOINT COMMITTEES

**XLVII. 1. Is the unit any Works Committees/Joint Committees ?**      Yes/No\*

2. If yes, give the following details—

(a) Number of representatives of—

Management \_\_\_\_\_

Workers \_\_\_\_\_

(b) When was the last election held ? \_\_\_\_\_

(c) Number of meetings of Works Committees/Joint Committees held in the preceding twelve months \_\_\_\_\_

(d) Items discussed in these meetings and the results, during the 12 months preceding the specified date.

Items	Whether any decision taken or not [ Yes/No ]	If decision taken whether implemented or not	If not implemented the main reasons therefor
(i)	(ii)	(iii)	(iv)

3. If Works Committee/Joint Committee is not functioning properly or is not existing at all then mention the reasons therefor.

\* Put a circle around the word applicable.

**XLVIII. 1. Is there any Production Committee ?**

Yes/No\*

2. If yes, mention its constitution and functions.

**XLIX. If there are any other committees (e.g. Safety Committee, etc.) mention their constitution and functions.**

**L. Association of Workers with the Management of the Unit:**

1. Has the employer associated workers with the management of the unit ?

Yes/No\*

2. If yes, describe in what way.

**LI. Give the following details regarding collective agreements concluded in the unit since 1956—**

Serial No.	Date on which agreement was signed	Period of validity of the agreement	Main items covered by the agreement together with the main provisions in respect of each item	Workers covered
(i)	(ii)	(iii)	(iv)	(v)

\* Put a circle around the word applicable.

Expenditure of  
latest financial  
year of unit or  
12 months pre-  
ceding speci-  
fied date.

### LII. Labour Cost :

Period—From ..... to .....						
1. Total No. of Man-days worked .. .. .	..	..	..	..	..	..
2. Wages—						Rs.    nP.
(i) Basic Wage (including dearness allowance) .. .. .	..	..	..	..	..	..
(ii) Incentive bonus or pay .. .. .	..	..	..	..	..	..
(iii) Attendance bonus .. .. .	..	..	..	..	..	..
3. Premium pay for overtime and late shift—						
(i) Overtime .. .. .	..	..	..	..	..	..
(ii) Shift allowance .. .. .	..	..	..	..	..	..
4. Bonuses—						
(i) Festival bonus .. .. .	..	..	..	..	..	..
(ii) Year end bonus .. .. .	..	..	..	..	..	..
(iii) Profit sharing .. .. .	..	..	..	..	..	..
(iv) Others .. .. .	..	..	..	..	..	..
5. Other Cash Payments—						
(i) Regular (e.g., Travelling allowance or House rent allowance) .. .. .	..	..	..	..	..	..
(ii) <i>Ex-gratia</i> or <i>ad-hoc</i> .. .. .	..	..	..	..	..	..
6. Payments in kind—						
(i) Food articles .. .. .	..	..	..	..	..	..
(ii) Other articles .. .. .	..	..	..	..	..	..
7. Obligatory Social Security Contributions—						
(i) Provident Fund .. .. .	..	..	..	..	..	..
(ii) Retrenchment .. .. .	..	..	..	..	..	..
(iii) Lay-off .. .. .	..	..	..	..	..	..
(iv) Employees' State Insurance Corporation .. .. .	..	..	..	..	..	..
(v) Employment injury .. .. .	..	..	..	..	..	..
(vi) Occupational Diseases .. .. .	..	..	..	..	..	..
(vii) Maternity Benefit .. .. .	..	..	..	..	..	..
(viii) Dependents (Family allowance) .. .. .	..	..	..	..	..	..
(ix) Other social programmes (Statutory) (e.g. contribution to welfare funds, such as Coal Mines Welfare Fund, Mica Mines Welfare Fund) etc. .. .. .	..	..	..	..	..	..
(x) Gratuity .. .. .	..	..	..	..	..	..
8. Non-obligatory Social Security Contributions—						
(i) Provident Fund .. .. .	..	..	..	..	..	..
(ii) Pension .. .. .	..	..	..	..	..	..
(iii) Gratuity .. .. .	..	..	..	..	..	..



Rs.      nP.

### 9. *Subsidies—*

(i) Medical and health care (hospitals, dispensaries, etc.) ..	..	.....
(ii) Canteen .. ..	..	.....
(iii) Restaurants and other food services .. ..	..	.....
(iv) Company housing (including electricity, water, sanitary service, etc.) .. ..	..	.....
(v) Building fund .. ..	..	.....
(vi) Credit unions and other financial aid services .. ..	..	.....
(vii) Creches .. ..	..	.....
(viii) Educational services (schools for children, adult education, etc.) ..	..	.....
(ix) Cultural services (library, reading room, etc.) .. ..	..	.....
(x) Recreational services (theatres, cinema, clubs, sports, radios, etc.) .. ..	..	.....
(xi) Transport (free or concessional) .. ..	..	.....
(xii) Sanitation (at work places) .. ..	..	.....
(xiii) Drinking water facilities .. ..	..	.....
(xiv) Washing facilities .. ..	..	.....
(xv) Vacation homes .. ..	..	.....
(xvi) Other family services .. ..	..	.....
(xvii) Others (specify) .. ..	..	.....

### 10 Cost of running Multipurpose Welfare Centres (Non-statutory)

**11. Direct benefits.—**

(i) Birth	..	..	..	..	..	..	..	.....
(ii) Marriage	..	..	..	..	..	..	..	.....
(iii) Death	..	..	..	..	..	..	..	.....
(iv) Dependency (family allowance or supplement to family allowance).....								
(v) Others (specify)	..	..	..	..	..	..	..	.....

**12. Other Payments related to Labour Cost—**

(i) Cost of recruitment	..	..	..	..	.....
(ii) Vocational training	..	..	..	..	.....
(iii) Recruitment examinations, etc.	..	..	..	..	.....
(iv) Apprenticeship and training facilities		..	..	..	.....
(v) On the job medical services (e.g., first-aid equipment, ambulance rooms	..	....	..	..	.....

13. *Any Others (specify)*

Record below the name(s) and designation of officials of the establishment who mainly assisted in the collection of data.

1. \_\_\_\_\_

2. \_\_\_\_\_





